

UNIVERSITY OF CALIFORNIA

LAWRENCE LIVERMORE NATIONAL LABORATORY

1999 EXECUTIVE SUMMARY AFFIRMATIVE ACTION PLAN

**FOR WOMEN, MINORITIES, INDIVIDUALS WITH
DISABILITIES, AND COVERED VETERANS**



UCRL-AR-111638-99-EXE-SUM



Compliance Statement

University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment

In accordance with applicable State and Federal law, it is the policy of the University not to engage in discriminatory practices against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer related), ancestry, marital status, or age. It is also the policy of the University not to engage in unlawful discriminatory practices against any person employed or seeking employment on the basis of sexual orientation, status as a Vietnam-era veteran or special disabled veteran, or within the limits imposed by law, the University of California and LLNL policy, or national security on the basis of citizenship. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increases, salary, training and development, demotion and separation.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a State and Federal contractor, for underutilized minorities and women, for persons with disabilities, and for Vietnam-era veterans and special disabled veterans. The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

Inquiries regarding the University's and the Laboratory's equal opportunity and affirmative action policies may be directed to:

Ronald W. Cochran, Equal Opportunity Officer, (925) 422-9357 or
Tommy E. Smith, Deputy Associate Director for Affirmative Action and Diversity Program, (925) 422-6634
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Work performed under the auspices of the U.S. Department of Energy by Lawrence Livermore National Laboratory under Contract W-7405-ENG-48.

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Director's Policy Statement



We want this Laboratory to be a place where scientific and technological excellence transcends the boundaries of gender, race, and culture. Supporting our employees in achieving their potential for excellence will enable this Laboratory to continue to make valuable contributions in the service of our nation.

Our approach to diversity and employee relations flows from a series of recommendations made by employees and managers in response to our first all-employee diversity survey several years ago. This year, in response to recommendations urging enhanced supervisor and management training in personnel management, we focused on supervisory training and skill building. Virtually all of our new supervisors—and many more experienced ones—

have now received training in their human resources responsibilities. Ombuds services are now available Laboratory-wide, and we are placing increasing emphasis on mentoring of staff at all levels, which we believe is important for success in the Laboratory and elsewhere.

The growing diversity of Lawrence Livermore National Laboratory's workforce will both maintain the Laboratory's institutional vitality and sustain peak workforce motivation as we engage present and future challenges. Building an outstanding workforce that reflects the rich diversity of our nation will continue to play a fundamental role in the success and effectiveness of the Lawrence Livermore National Laboratory of the twenty-first century.

A handwritten signature in black ink, appearing to read "C. Bruce Tarter".

C. Bruce Tarter
Director
Lawrence Livermore National Laboratory

Purpose and Scope of the LLNL Affirmative Action Plan

The Laboratory is committed to developing and maintaining a representative workforce and to providing its employees and applicants for employment with a discrimination-free work environment. LLNL has developed and implemented an Affirmative Action Plan (AAP) to provide guidance and a means of measuring progress toward this goal. The AAP, which is updated annually, describes the steps the Laboratory will take to comply with Executive Order 11246.

All information provided in this Executive Summary of the 1999 Affirmative Action Plan covers the historical events of the last 12 months (January 1, 1998, through December 31, 1998), with goals and project activities for the coming 12 months (through December 31, 1999).

The 1999 AAP was prepared by the Affirmative Action and Diversity Program (AADP) with input from each of LLNL current 12 directorate units:

- Biology and Biotechnology Research Program
- Chemistry and Materials Science Directorate
- Computation Directorate
- Defense and Nuclear Technologies Directorate
- Deputy Director for Operations
- Director's Office
- Earth and Environmental Sciences Directorate
- Energy Directorate
- Engineering Directorate
- Laser Programs Directorate
- Nonproliferation, Arms Control, and International Security Directorate
- Physics Directorate

In addition to the input received from the directorates, material was submitted by 12 of the

Laboratory's institutionally supported programs and seven employee networks, supported through the Affirmative Action and Diversity Program:

Lab-Wide Programs:

- American Indian Program
- Apprenticeship Program
- Career Center
- Community Outreach
- Cross-Cultural Mentoring
- Diversity Dialogue Groups
- Historically Black Colleges and Universities Program
- Minorities in Engineering, Inc.
- National Physical Science Consortium
- Student Employee Program
- Targeted Employment Program
- Undergraduate Research Semester Program

Employee Networks:

- American Indian Activity Group
- Amigos Unidos Hispanic Activity Group
- Asian Pacific American Council
- Association of Black Laboratory Employees
- LLL Armed Forces Veterans Association
- LLL Women's Association
- Lesbian, Gay, Bisexual, and Transgender Association

Through a process of internal reviews and audits these directorates and the AADP work to ensure LLNL's compliance with all Affirmative Action (AA) and Equal Employment Opportunity (EEO) laws and policies.

Plan Terminology

The terms “utilization analysis,” “underutilization,” and “problem area” that appear in this Executive Summary are terms that LLNL is required to use by government regulation. The criteria used in relation to these terms are those specified by government order or regulation.

The utilization analysis in this plan is required by government regulation to be based on certain statistical comparisons. Geographical areas and sources of statistics used for these comparisons were selected to comply with government regulation. The use of certain geographic areas and statistics is intended to have no significance outside the context of this AAP.

The job groups in this AAP have been developed in accord with Executive Order 11246 requirements to provide for appropriate and adequate analysis of affirmative action progress.

Director C. Bruce Tarter has made a commitment to make the Laboratory the institution of choice for all people, including minorities and women, who wish to contribute to LLNL's mission. The achievement of our goals will only come from individuals and teams of employees working in responsible and accountable ways. We will push accountability further outward into the organizations. Our employees will participate in Laboratory institutional strategies, and they will be knowledgeable about such strategies. In addition, the Director has authorized LLNL to achieve a skilled, culturally diverse workforce through training and employee development programs.

The Laboratory Executive Officer, Ronald W. Cochran, is the LLNL Equal Employment Opportunity Officer (EEOO). The EEOO is responsible for overseeing and directing the Laboratory's AAP and for ensuring effective institutional support for affirmative action objectives and the estab-

lishment of institutional affirmative action goals.

LLNL's Director for Affirmative Action and Diversity is Tommy E. Smith, who reports to the EEOO. Along with his Deputy Director, Frank Robles, and the staff in the AADP, the Director for Affirmative Action and Diversity oversees all Laboratory efforts in affirmative action and diversity and provides support, where necessary, so that LLNL can achieve its affirmative action and equal employment objectives.

Laboratory managers are responsible for developing and maintaining a workforce that is representative of the labor markets in which LLNL recruits, providing equal employment opportunities for employees and applicants, and providing a discrimination-free work environment. Every effort is made to reflect the availability of the relevant labor market. Line managers are responsible for being cognizant of affirmative action goals, increasing the utilization of women and minorities at all levels in all job groups in their organizations where underutilization exists, and ensuring that all personnel matters are conducted in a nondiscriminatory manner.

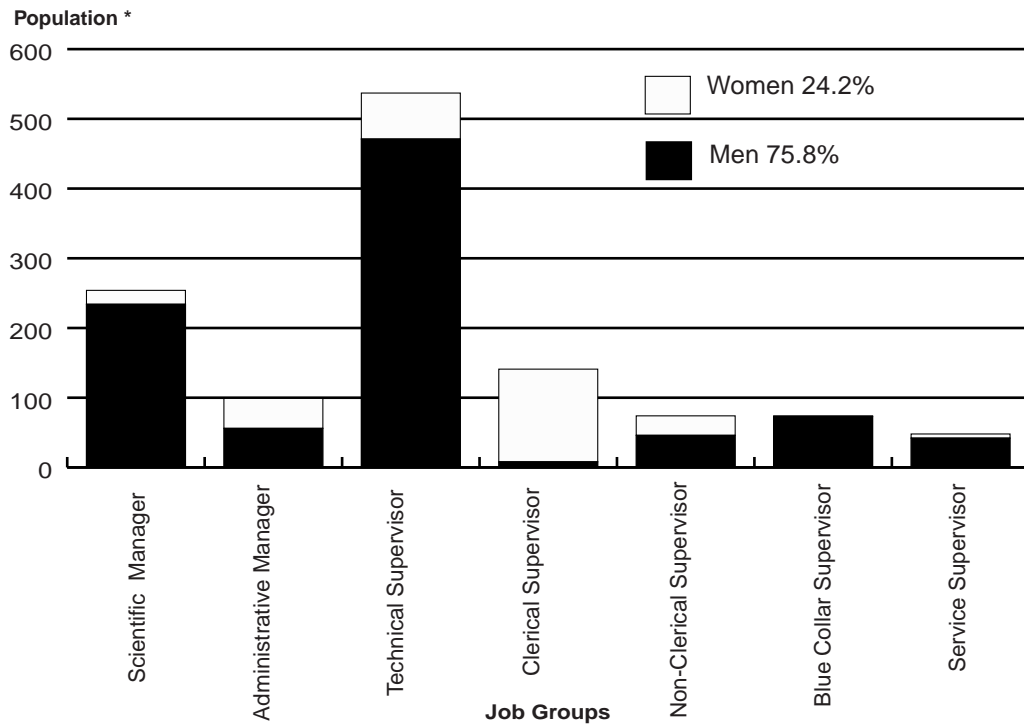
The Laboratory Population

LLNL's career population showed an increase of 3.3% from 6409 employees on January 1, 1998, to 6625 employees on January 1, 1999. The female career population increased by 95 women, or 4.8%, during 1998, from 1945 to 2040 employees. This is a .5% increase in representation of women in the career workforce from 30.3% to 30.8%.

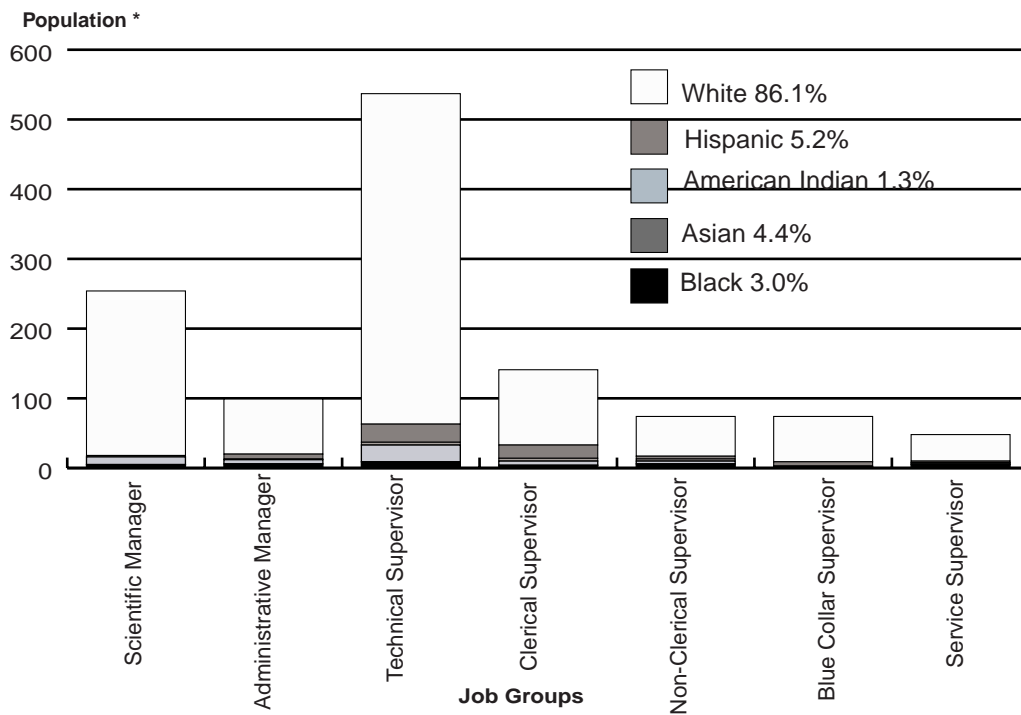
There was a 2.6% increase in the minority population during the same period, from 1161 to 1191 employees. This resulted in a .1% decrease in the minority representation in the career workforce from 18.1% to 18%.

Affirmative Action Plan Summary

Managers and Supervisors by Gender

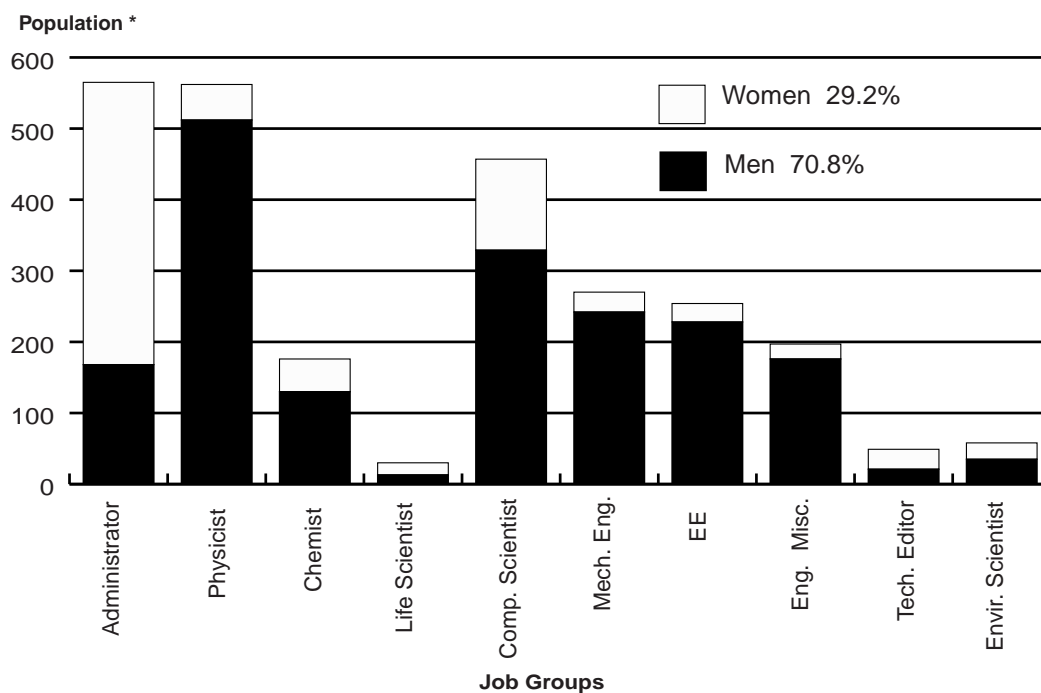


Managers and Supervisors by Ethnicity

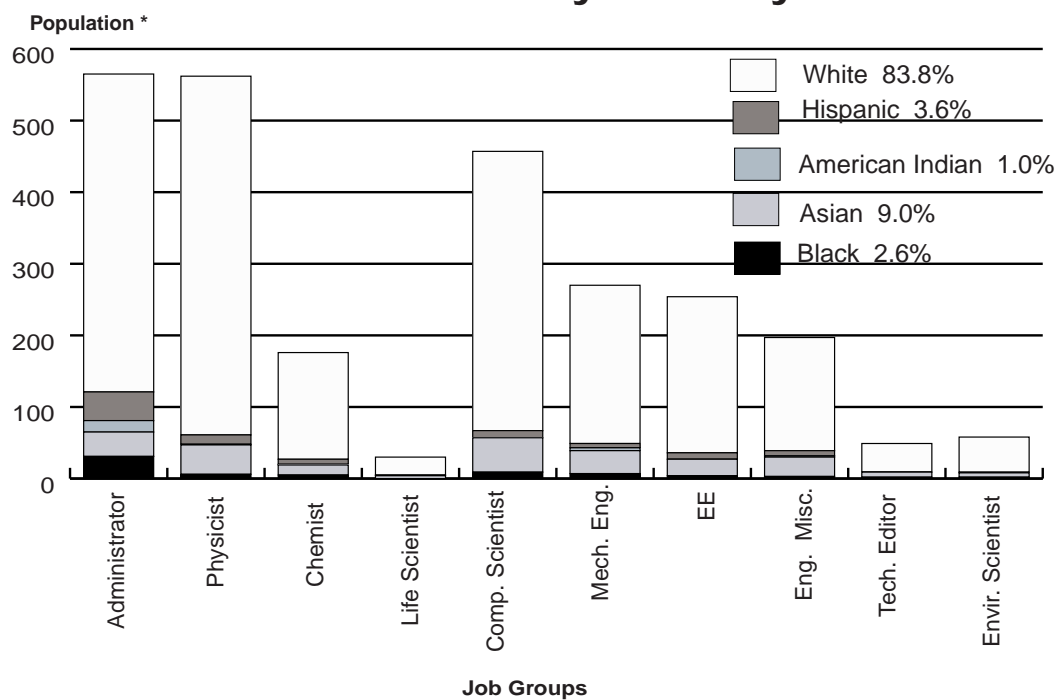


* Population data on 12/31/1998

Professionals by Gender

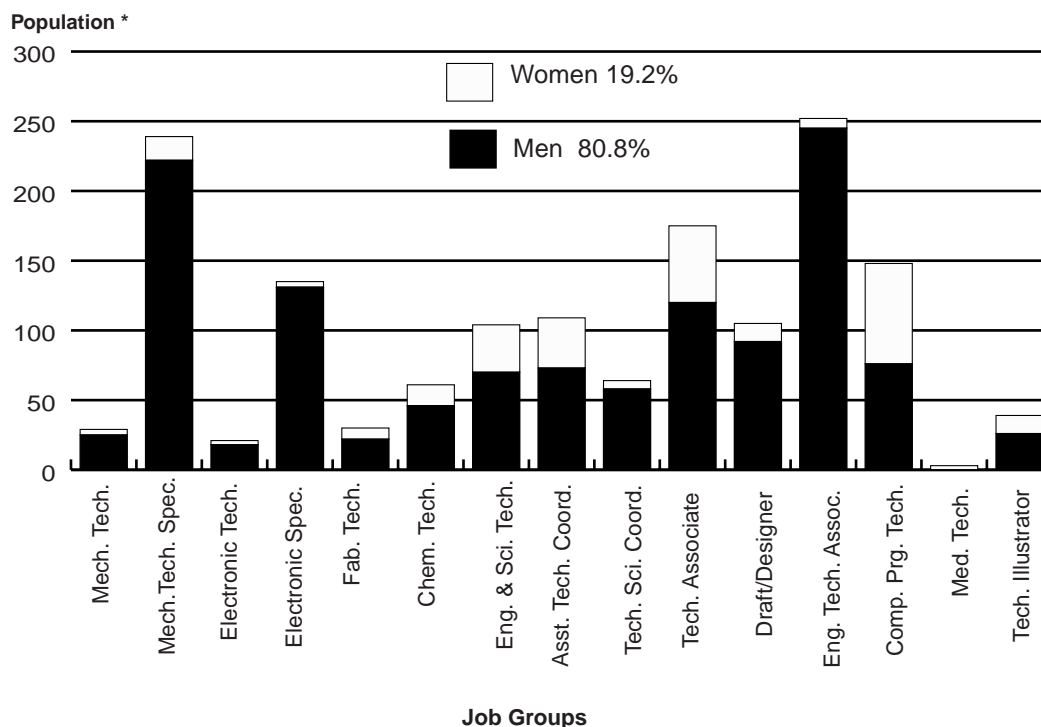


Professionals by Ethnicity

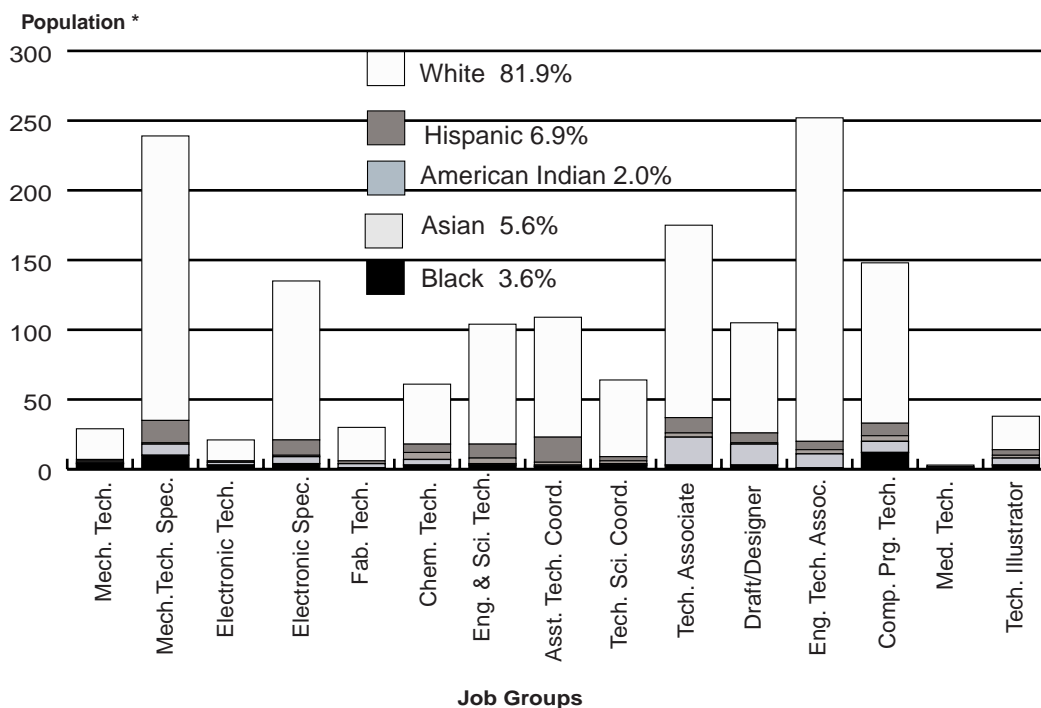


* Population data on 12/31/1998

Technical Employees by Gender



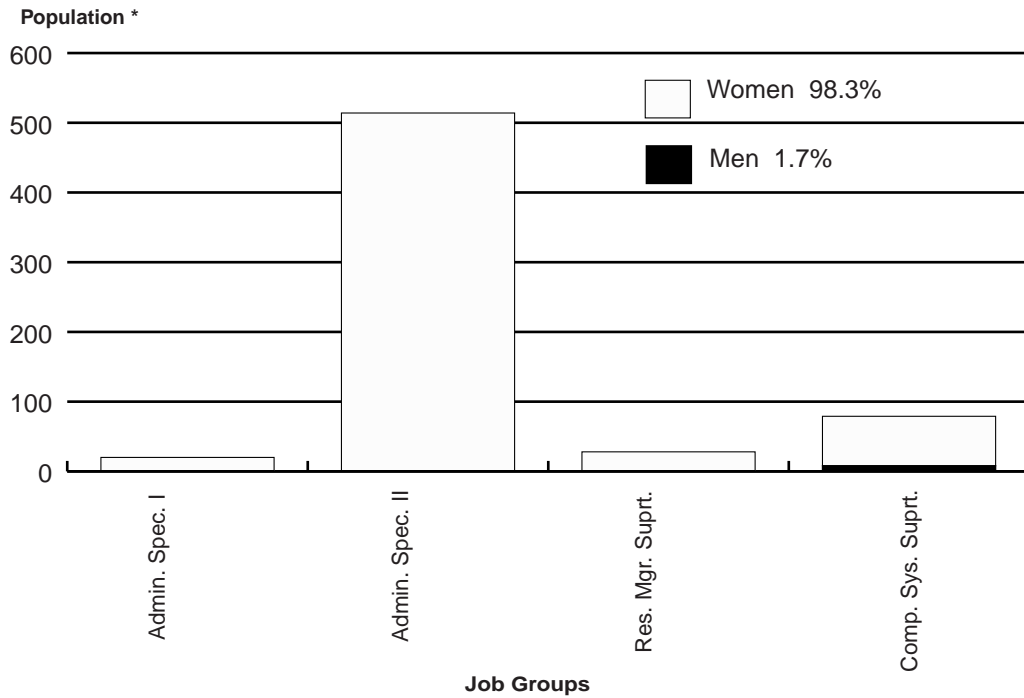
Technical Employees by Ethnicity



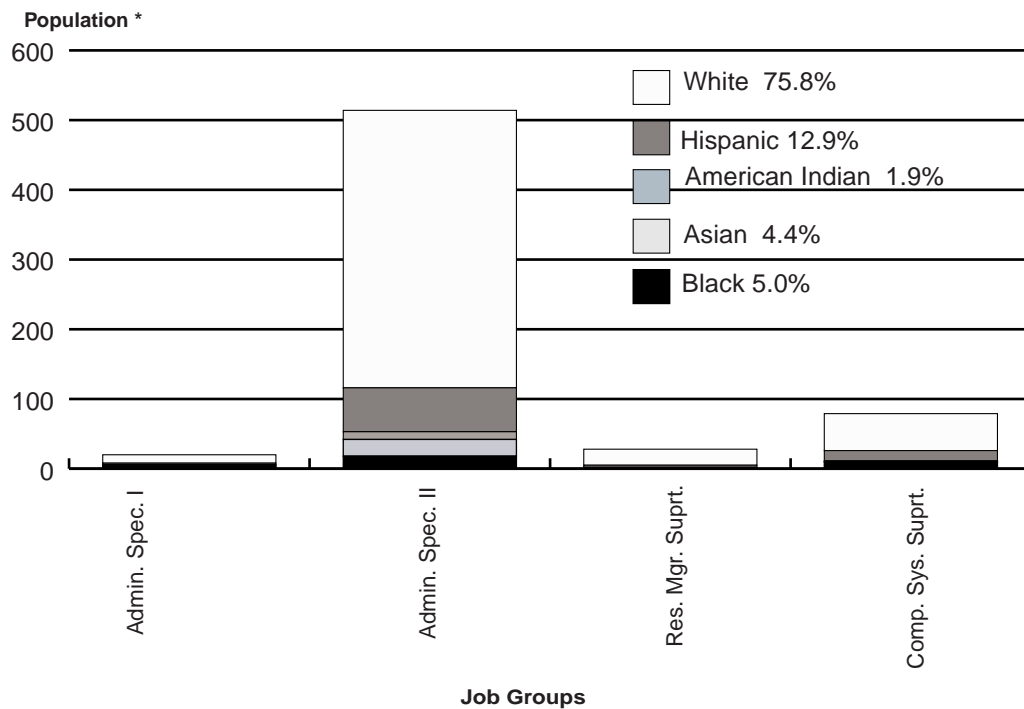
* Population data on 12/31/1998

Affirmative Action Plan Summary

Clerical Employees by Gender

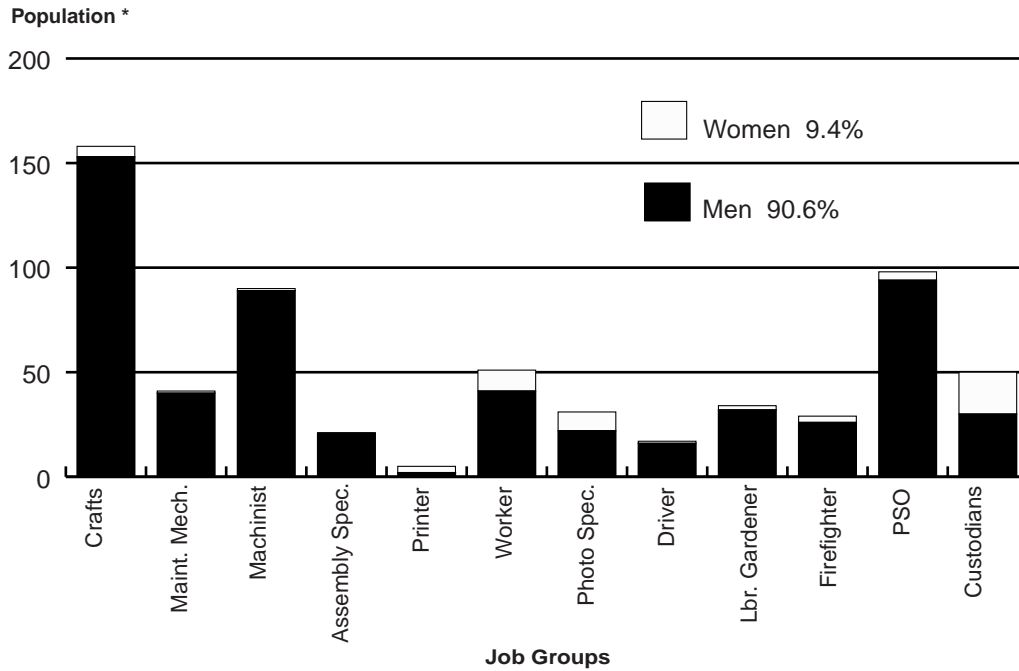


Clerical Employees by Ethnicity

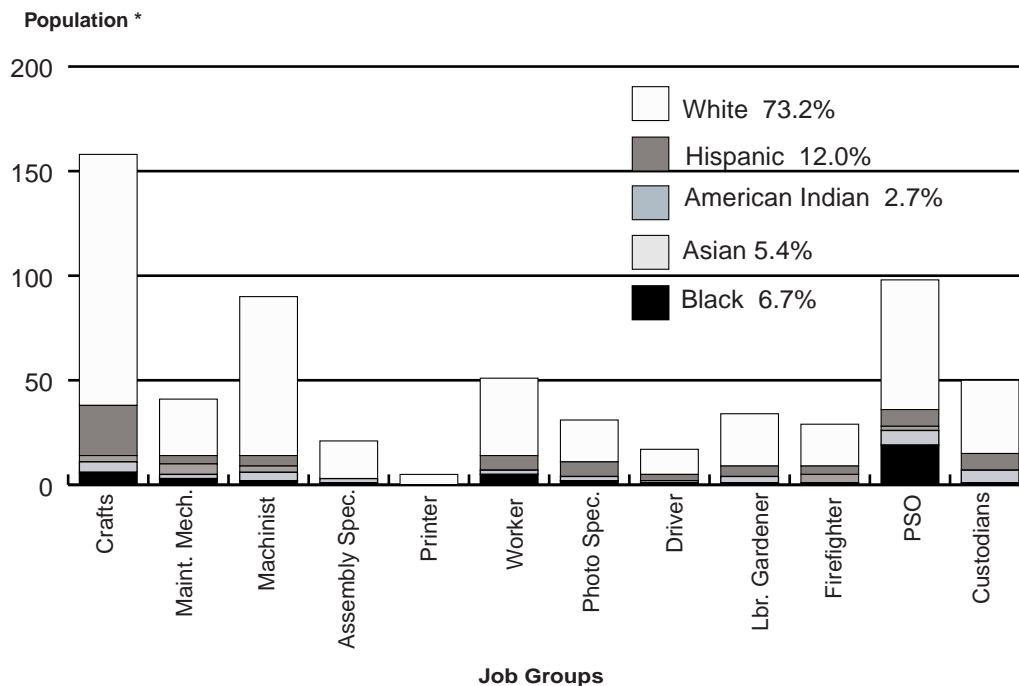


* Population data on 12/31/1998

Other Jobs 600, 800 and 900 Employees by Gender



Other Jobs 600, 800, and 900 Employees by Ethnicity



* Population data on 12/31/1998

Pursuant to 41 CFR § 60-2.11(a), LLNL maintains a Workforce Analysis (provided in this document as Table E). In addition, pursuant to 41 CFR § 60-2.11(b), supplied is an analysis of all major job groups at the Laboratory and the market availability of qualified women and minorities for each job group (See Table B: Availability Factors). Jobs having similar content, salary ranges, and opportunities have been grouped together. As a result, LLNL has 48 job groups; these are listed in Table A.

In this process, we have paid careful attention to keeping job groups sufficiently large to allow meaningful statistical analyses. In addition, wherever possible, we have avoided placing job classifications from different EEO categories within the

job group. Our Workforce Utilization and Availability tables are also contained in this summary as Table C: Workforce Utilization by Job Group.

For the purpose of this Executive Summary, as well as the AAP, underutilization exists within a job group when the difference between the number of people employed is at least one whole person less than expected. Thus if the job group employed 30 women, and it needed five more women to be fully utilized, five is the number of women that the job group is underutilized. Progress towards full utilization—therefore, achievement of LLNL's Affirmative Action goals—can be found in Table D: Projected Hiring Goals.

Lab-Wide Programs

At the institutional level, LLNL supports a variety of programs that (1) target the development of women and minorities for future employment needs, (2) maintain liaisons with and provide support for programs that assist in the development of women and minorities to meet our current utilization goals, and (3) assure the continued excellence and diversity of our current workforce. These programs are directed toward improving opportunities for minorities and women at the local community, state, and national levels.

Currently there are 12 such programs:

- American Indian Program
- Apprenticeship Program
- Career Center
- Community Outreach
- Cross-Cultural Mentoring
- Diversity Dialogue Groups
- Historically Black Colleges and Universities Program
- Minorities in Engineering, Inc.
- National Physical Science Consortium
- Student Employee Program
- Targeted Employment Program
- Undergraduate Research Semester Program

The LLNL American Indian Program (AIP), a Secretary of Energy initiative, provides national leadership, identifies resources, facilitates collaborations, and launches technological initiatives in support of the Department of Energy's (DOE's) American Indian Policy. In addition, AIP provides the opportunity for the growth and development of American Indian employees at LLNL, particularly in the fields of science and engineering.

Since 1961, the LLNL Apprenticeship Program

has helped the Laboratory meet its need for skilled and technical professionals who are developed to exercise technical judgment, understand the theory and practice of their craft, and respond to the immediate technical needs of the Laboratory. The Apprenticeship Program has been in the forefront of demonstrating national skill standards and serving as a catalyst for systemic improvement in technology, science, math, and engineering education within the greater Bay Area schools.

The Career Center offers a wide range of services and resources to LLNL employees. While career development is the responsibility of each individual employee, the Center exists to provide information and guidance that can help individuals and management meet the demands of LLNL's evolving mission and changing workforce. Laboratory employees are encouraged to use Center services and those provided by other divisions in Human Resources so they will remain competitive in their current positions and be prepared to take on more challenging future assignments.

Through its Community Outreach efforts, the Laboratory participates in activities to support local and national community-action and service programs to improve employment opportunities for women and minorities. These outreach activities are targeted to meet immediate utilization needs as well as future needs. These efforts are in addition to others designed to reach the broadest population to ensure that all employment pools are diverse and representative of the population availability in specific career areas.

Developing and retaining diverse talent is an important goal for LLNL managers and supervisors. Mentoring has been identified as a key strategy for

accomplishing this goal; yet, many employees have not been able to benefit from the spontaneous and informal mentoring channels that exist at LLNL. The Cross-Cultural Mentoring Program, implemented in 1994, was designed to maximize the contributions and effectiveness of all employees by expanding the prospects of inclusion and by providing an opportunity for one-on-one dialogue about differences. The objectives of the program are to foster career growth, develop leadership, and increase effectiveness of protégés, and to broaden perspectives and increase cross-cultural awareness and competence for all participants.

Diversity Dialogue Groups help fulfill the Laboratory's vision of building an environment where each employee can work to his or her full potential. Artificial barriers created by gender, ethnic, and other differences must be removed to promote effective teamwork. One of the effective and proven methods to learn about differences is through Diversity Dialogue Groups in which participants engage in open and frank discussions about individual perceptions of differences. Dialogue Groups are small, heterogeneous groups of seven to nine individuals who meet on a regular basis to learn about differences through dialogue. The Dialogue Group process helps build trust and understanding between individuals and groups. As individual employees and teams are strengthened, the organization as a whole is strengthened and becomes more productive.

The objective of the Historically Black Colleges and Universities (HBCUs) Program is to strengthen the Laboratory's recruitment and outreach efforts toward African Americans in the sciences and engineering job classifications. LLNL utilizes two major programmatic thrust areas to achieve this goal: (1) The Research Collaborations Program (RCP), which works to establish research collaborations involving HBCU faculty and students and

LLNL directorates; and (2) The Science and Engineering Alliance (SEA), which is focused on developing long-term institutional support and relationships between the Laboratory and four HCBU institutions.

The National Physical Science Consortium (NPSC) is a unique coalition of leading universities, national laboratories, government agencies, and private corporations dedicated to ensuring the United States remains at the top in the field of physical sciences. The NPSC fellowship program provides up to six years of fully funded graduate education culminating in a doctoral degree in the following disciplines: Astronomy, Materials Science, Chemistry, Mathematics, Computer Science, Physics, and Geology.

The Student Employee Program was established in 1968 to provide UC Davis (UCD) graduate students the opportunity to work in a major research facility and support LLNL programmatic research efforts while pursuing their graduate work at the UCD-Livermore site campus located adjacent to the Laboratory. The Applied Science program assists the Laboratory in attracting top quality students to a unique educational experience. Students simultaneously take classes at the LLNL campus of the UC-Davis Department of Applied Science while working on a research project at LLNL. The program enhances the prestige of UCD and LLNL and also develops a source of potential LLNL employees with exceptional education and research backgrounds. The program at the Livermore site is an example of the successful collaborative efforts between the Laboratory and the University of California.

Targeted Employment Programs support LLNL's commitment to continued development of a representative workforce. These programs provide training and work experience relevant to the Laboratory to minorities, women, veterans, and

persons with disabilities. The programs are divided into three categories:

- **Career-Oriented Programs:** These programs provide opportunities to develop the skills, knowledge, and experience necessary to enter career positions at LLNL. There are currently four career-oriented programs.
- **Work-Experience Programs:** Work-experience programs are temporary or term appointments. Participants work for a definite period and gain the experience required to qualify for vacancies at LLNL. Temporary or term appointments are also awarded for post-college work experience, graduate research, and minority faculty exchange.
- **Student Work-Experience Programs:** Student work-experience programs provide high school and college students with work experience relevant to their academic goals in technical, scientific, engineering, or business curricula.

The Undergraduate Research Semester (URS) program (formerly the Science and Engineering Research Semester [SERS]), is sponsored by the DOE Office of Defense Programs, to encourage undergraduate students to pursue advanced degrees in science or engineering. The URS program gives students the opportunity to participate in research at one of four Defense Programs laboratories during the academic school year. Using the laboratories' facilities and equipment, URS program students enrich both their scientific backgrounds and their perspective for future career decisions.

Employee Networks

Employee networks contribute significantly to making the Laboratory the institution of choice for all employees. Membership in these organizations

is open to all employees. Employees with common interests and cultures have organized on-site groups to address issues and concerns. Most hold monthly meetings, which can include guest speakers and special programs. The networks work with existing Director-appointed committees and task forces to communicate their interests, issues, and concerns. Currently there are seven Employee Network Groups:

- American Indian Activity Group
- Amigos Unidos Hispanic Activity Group
- Asian Pacific American Council
- Association of Black Laboratory Employees
- LLL Armed Forces Veterans Association
- LLL Women's Association
- Lesbian, Gay, Bisexual, and Transgender Association

The American Indian Activity Group (AIAG) promotes awareness and appreciation of Native American culture by conducting special cultural/ethnic events within the Laboratory and/or local communities and promotes higher education for American Indian students through scholarship awards and involvement with the American Indian Science and Engineering Society (AISES).

The Amigos Unidos Hispanic Activity Group (AUHAG) provides a leadership role that promotes the development of effective Hispanic leaders at LLNL; increasing the representation of Hispanics at all working levels within LLNL; developing a networking structure that optimizes the dissemination of information; encouraging Hispanics to pursue careers in mathematics, science, and engineering; promoting continuous career, personal, and interpersonal development; and promoting awareness of Hispanic diversity and values.

The Asian Pacific American Council (APAC) was formed as a coalition of LLNL's diverse Asian

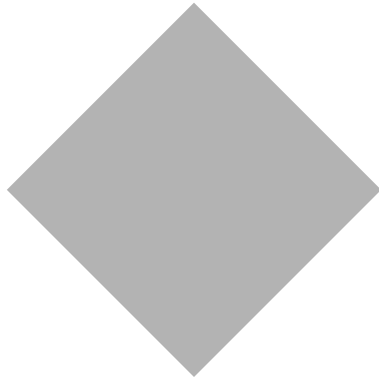
Pacific American (APA) community. Under this umbrella organization, there are four Asian Pacific American (APA) groups: Filipino American Activity Group (FAAG), Korean American Activity Group (KAAG), Indo-American Activity Group (IAAG), and Vietnamese American Activity Group (VAAG). APAC's mission is to provide leadership for the growth, development, and full participation of APAs in support of the Laboratory's mission. As an organization APAC has been involved in educational, social, and cultural awareness and in career development programs within the Laboratory and externally to schools and the community.

The Association of Black Laboratory Employees (ABLE) is dedicated to pro-actively meeting the needs of its members. Its mission is to: (1) Provide a platform of communication for members to share their experiences and express concerns about issues pertaining to the quality of work life at LLNL; (2) Encourage networking and resource sharing among members; (3) Promote excellence in the workforce by providing resources that will enable our members to reach their full professional potential; (4) Promote communication and collaboration with Laboratory management; (5) Promote African studies among African-Americans at the Laboratory;. (6) Contribute to achieving a diverse workforce as well as providing data about the social and economic relevancy of maintaining a diverse workforce; (7) Develop the leadership potential of ABLE's members and increase educational opportunities;. (8) Strengthen, expand, and

foster community education programs that focus on developing scientific and technical literacy; (8) Leverage ABLE's resources by collaborating with its counterparts at Sandia National Laboratories and Lawrence Berkeley National Laboratory. The Lawrence Livermore Laboratory Women's Association (LLLWA) is an education, discussion, and action group that is concerned with issues of interest to Laboratory employees; its emphasis is on women's issues and interests. The LLLWA is also a resource for improving the quality of women's work life by providing encouragement and support for professional growth through new opportunities, education, information exchange, and community outreach.

The Lesbian, Gay, Bisexual, and Transgender Association (LGBTGA) provides leadership for the growth, development, understanding and full participation of lesbian, gay, bisexual, and transgender persons in a safe workplace. With membership open to all Laboratory employees, this organization focuses on diversity awareness, education, and creating a safe working environment free of hostility.

The Lawrence Livermore Laboratory Armed Forces Veterans Association (LLAFVA) is dedicated to representing all members (veteran, active duty and reserve) of the armed forces at LLNL. This is achieved through its support of veteran's affairs and activities at the Laboratory as well as those outside the Laboratory, and in the various surrounding communities.



Tables

Table A

Job Groups at LLNL

(As of January 1, 1999)

The Laboratory has aggregated its job classes into groups of jobs that have similar responsibilities and skills, similar wage and salary structures, and similar feeder jobs.

The Laboratory uses these groups to determine employee distribution and utilization for purposes of affirmative-action analyses. Job classes are combined into job groups with a minimum of 50 employees wherever possible. Job classes may appear in more than one job group because employees who are assigned management and supervisory responsibilities do not, with some exceptions, change job class.

The following pages show the title of the job group; the number of employees in the job group at LLNL as of January 1, 1999; the source of employees (internal, local, or national labor market); and the job-class codes and titles that make up each job group.

The following example shows how to read the listings:

AA	Management-Scientific
254	Internal
051.3	Fire Chief

AA: Job-group code. The first letter designates the Federal Occupational Category, and the second letter designates the group within that category.

The first letter of the job-group code designates the Federal Occupational Category groupings:

- A – Officials and Managers
- B – Professionals
- C – Technicians
- D – Office and Clerical
- E – Crafts
- F – Operators
- G – Laborers

Management-Scientific:

Title of the job group

254: Number of employees in this job group at LLNL

Internal:

Geographical area from which employees are normally recruited

051.3: Job classification

Fire Chief:

Job title

Table A

Job Groups

**AA Management–Scientific
254 Internal**

051.3 Fire Chief
225.0 Biomedical Scientist
230.0 Environmental Scientist
235.0 Biophysicist
242.0 Chemist
249.0 Engineer
256.0 Mathematician
263.0 Medical Doctor
265.0 Metallurgist
270.0 Physicist
295.0 Political Scientist
285.0 Computer Scientist/Math Prog.
371.2 Sr. Health and Safety Associate
390.2 Sr. Supervisor

**AB Management–Administrative
99 Internal**

105.3 Sr. Administrator
105.4 Principal Administrator
143.3 Contract Admin. Specialist
170.0 Director
196.0 Executive Staff Member
197.0 Manager
197.1 Sr. Manager

**AC Supervisor–Technical
537 Internal**

225.0 Biomedical Scientist
228.0 Biologist
230.0 Environmental Scientist
235.0 Biophysicist
242.0 Chemist
249.0 Engineer
256.0 Mathematician

265.0 Metallurgist
270.0 Physicist
285.0 Computer Scientist/ Math Prog.
295.0 Political Scientist
302.2 Sr. Scientific Associate
334.1 Engineering Design Associate
337.1 Engineering Technical Associate
338.1 Engineering/Scientific Coordinator
339.2 Sr. Engineering Associate
347.1 Facility Associate
371.2 Sr. Health and Safety Associate
390.1 Supervisor
390.2 Sr. Supervisor
391.1 Superintendent
391.2 Sr. Superintendent
504.2 Technologist–C/MS
525.2 Computer Support Technologist
526.3 Sr. Computer Oper. Technologist
538.3 Sr. Technical Coordinator
571.2 Health & Safety Technologist
582.4 Photographic Specialist
651.2 Fire Lieutenant

**AD Supervisor–Clerical
141 Internal**

103.1 Sr. Executive Secretary
105.1 Associate Administrator
105.2 Administrator
105.3 Sr. Administrator
105.4 Principal Administrator
405.4 Administrative Specialist IV
435.4 Word-Processing Supervisor/Coordinator

**AE Supervisor–Nonclerical
74 Internal**

051.2 Asst. Fire Chief
112.3 Principal Human Resources Specialist
123.1 Tech. Publications Specialist

Table A

123.2	Sr. Tech. Publications Specialist	825.5	Painter, Supervisor
124.3	Principal Public Info. Officer	826.5	Plumber/Fitter, Supervisor
126.2	Sr. Security Administrator	831.4	Vehicle Dispatcher
126.3	Principal Security Administrator	834.5	Truck Driver, Supervisor
136.3	Principal Systems Analyst	841.5	Vehicle Mechanic Supervisor
142.3	Principal Buyer	842.4	Heavy Equipment Mechanic, Lead
142.4	Procurement Specialist	842.5	Heavy Equipment Mechanic, Supervisor
143.2	Sr. Contract Administrator	851.4	Welder, Lead
143.3	Contract Administrator Specialist	851.5	Welder, Supervisor
150.3	Resource Analyst Supervisor	852.5	Sheet Metal Worker, Supervisor
151.2	Sr. Accountant	861.4	Rigger, Lead
151.3	Principal Accountant	862.4	Maintenance Mechanic, Lead
151.4	Accounting Specialist	862.5	Maintenance Mechanic, Supervisor
152.3	Principal Budget Analyst		
161.1	Mail Supervisor	AG	Supervisor Service
162.1	Supply Supervisor	48	Internal
163.1	Supply Specialist		
163.2	Sr. Supply Specialist	055.2	Protective Services Lieutenant
164.4	Tech. Editor & Writer IV	650.3	Dispatcher, Emergency Communications, Supervisor
165.5	Tech. Information Specialist V	651.1	Firefighter
196.0	Executive Staff Member	651.2	Fire Lieutenant
197.0	Manager	651.3	Fire Captain
651.1	Firefighter	652.2	Fire Lieutenant
		652.3	Fire Captain
AF	Supervisor–Blue Collar	653.3	Central Alarm Station (CAS) Supervisor
74	Internal	655.2	Protective Services Sergeant
805.4	Laborer, Lead	BA	Administrator
805.5	Laborer, Supervisor	565	National
811.4	Custodian, Lead		
811.5	Custodian, Supervisor	103.1	Sr. Executive Secretary
812.4	Gardener, Lead	105.1	Associate Administrator
812.5	Gardener, Supervisor	105.2	Administrator
822.4	Air Conditioning Mech., Lead	105.3	Sr. Administrator
822.5	Air Conditioning Mech., Supervisor	105.4	Principal Administrator
823.4	Carpenter, Lead	112.1	Human Resources Specialist
823.5	Carpenter, Supervisor	112.2	Sr. Human Resources Specialist
824.4	Electrician, Lead	112.3	Principal Human Resources Specialist
824.5	Electrician, Supervisor	123.1	Tech. Publications Specialist
825.4	Painter, Lead		

Table A

124.1	Public Information Officer	BB	Physicist
124.2	Sr. Public Info. Officer	561	National
124.3	Principal Public Info. Officer		
125.1	Docent	270.0	Physicist
126.1	Security Administrator	295.0	Political Scientist
126.2	Sr. Security Administrator		
126.3	Principal Security Administrator	BC	Chemist/Metallurgist
134.1	Info. Systems Specialist	176	National
134.2	Sr. Info. Systems Specialist		
136.1	Systems Analyst	242.0	Chemist
136.2	Sr. Systems Analyst	265.0	Metallurgist
136.3	Principal Systems Analyst		
142.1	Buyer	BD	Life Scientist
142.2	Sr. Buyer	30	National
142.3	Principal Buyer		
142.4	Procurement Specialist	225.0	Biomedical Scientist
143.1	Contract Administrator	235.0	Biophysicist
143.2	Sr. Contract Administrator	263.0	Medical Doctor
143.3	Contract Administration Specialist		
150.1	Resource Analyst	BE	Computer Scientist
151.1	Accountant	457	National
151.2	Sr. Accountant		
151.3	Principal Accountant	256.0	Mathematician
151.4	Accounting Specialist	285.0	Computer Scientist/Math Prog.
152.1	Budget Analyst		
152.2	Sr. Budget Analyst	BG	Engineer–Mechanical
152.3	Principal Budget Analyst	270	National
153.1	Management Analyst		
153.2	Sr. Management Analyst	249.0	Engineering (acct. 9770-9779)
153.3	Principal Management Analyst		
163.1	Supply Specialist	BH	Engineer–Electronics
163.2	Sr. Supply Specialist	254	National
168.1	Patent Advisor I		
168.3	Patent Advisor III	249.0	Engineering (acct. 9780-9788)
169.2	Classification Advisor II		
196.0	Executive Staff Member	BJ	Engineer–Miscellaneous
		197	National
		249.0	Engineering (not listed elsewhere)

Table A

BK	Tech. Info. Editor/Specialist	532.1	Fab. Technician–Electronics
49	National	532.2	Sr. Fab. Tech.–Electronics
		532.3	Fab. Tech. Specialist–Electronics
164.2	Tech. Editor and Writer II		
164.3	Tech. Editor and Writer III	CI	Chemical Technician
164.4	Tech. Editor and Writer IV	61	National
165.3	Tech. Information Specialist III		
165.4	Tech. Information Specialist IV	504.1	Technician–C/MS
165.5	Tech. Information Specialist V	504.2	Technologist–C/MS
		504.3	Sr. Technologist–C/MS
BZ	Environmental Scientist		
58	National	CJ	Engineering & Science Tech.
		104	National
230.0	Environmental Scientist		
CA	Mechanical Technician	502.1	Scientific Technician
29	National	502.2	Scientific Technologist
		502.3	Sr. Scientific Technologist
533.1	Technician–Mechanical	505.2	Hydro Technologist–Site 300
533.2	Technologist–Mechanical	505.3	Sr. Hydro Technologist–Site 300
CB	Mechanical Tech. Specialist	509.1	NTS Sr. Technologist
239	Internal	519.2	Laboratory Animal Technician
		519.3	Laboratory Animal Technologist
533.3	Sr. Technologist–Mechanical	571.1	Health & Safety Technician
		571.2	Health & Safety Technologist
		571.3	Sr. Health & Safety Technologist
CC	Electronics Technician	CL	Asst. Tech. Coordinator
21	National	109	Internal
531.1	Technician–Electronics		
531.2	Technologist–Electronics	538.1	Coordinator
		538.2	Technical Coordinator
CD	Electronics Tech. Specialist	538.3	Sr. Technical Coordinator
135	Internal	539.1	Engineering/Scientific Assistant
531.3	Sr. Technologist–Electronics	CM	Tech-Scientific Coordinator
		64	Internal
CE	Electronic Fab. Technician	338.1	Engineering/Scientific Coordinator
30	Local	347.1	Facility Associate

Table A

365.1 Planner/Estimator
 365.2 Sr. Planner/Estimator
 366.2 Sr. Construction Inspection Coordinator
 367.1 Plant Facility Maint. Coordinator
 367.2 Sr. Plant Facility Maint. Coordinator
 368.2 Sr. Construction Coordinator

**CN Technical Associate/Non-Eng.
 175 Internal**

302.1 Scientific Associate
 302.2 Sr. Scientific Associate
 304.1 Scientific Associate–C/MS
 304.2 Senior Scientific Associate–C/MS
 323.2 Sr. Computer Associate
 324.1 Computer Programming Associate
 325.1 Computer Support Associate
 371.1 Health & Safety Associate
 371.2 Sr. Health & Safety Associate

**CO Drafter/Designer
 105 National**

334.1 Engineering Design Associate
 534.1 Drafter
 534.2 Design Drafter
 534.3 Designer

**CP Tech Associate/Eng
 252 Internal**

337.1 Eng. Tech. Associate
 339.2 Sr. Engineering Associate

**CQ Computer Prog. Technician
 148 Local**

524.1 Computer Programming Technician
 524.2 Computer Programming Technologist

524.3 Sr. Comp. Programming Technologist
 525.1 Computer Support Technician
 525.2 Computer Support Technologist
 525.3 Sr. Computer Support Technologist
 526.1 Computer Operations Technician
 526.2 Computer Operations Technologist
 526.3 Sr. Computer Operations Technologist
 527.1 Asst. Computer Technician

**CS Medical Technologist
 3 National**

541.2 Occupation Health Nurse
 541.3 Occupation Health Nurse–Sr.
 542.1 Medical Laboratory Technologist

**CT Technical Illustrator
 39 National**

586.1 Graphics Designer
 586.2 Graphics Design Specialist
 587.1 Technical Illustrator
 587.2 Sr. Technical Illustrator
 587.3 Technical Illustration Specialist
 588.3 Animation Specialist

**DA Administrative Support I
 20 Local**

405.1 Admin. Specialist I
 405.2 Admin. Specialist II

**DB Admin. Support II
 514 Internal**

405.3 Admin. Specialist III
 405.4 Admin. Specialist IV

Table A**DC Resource Management Support
28 Local**

451.1 Accounting Assistant
 451.2 Sr. Accounting Assistant
 451.3 Principal Accounting Assistant

**DD Info./Computer Service Support
79 Local**

422.2 Library Assistant
 422.3 Sr. Library Assistant
 422.4 Principal Library Assistant
 423.2 Sr. Tech. Publications Practitioner
 431.2 Sr. Communications Attendant
 432.1 Compositor
 432.2 Sr. Compositor
 433.2 Sr. Data Entry Operator
 433.3 Principal Data Entry Operator
 434.1 Information Systems Assistant
 434.2 Sr. Information Systems Assistant
 434.3 Principal Info. Systems Assistant
 435.2 Sr. Word Processor Operator
 435.3 Principal Word Processor Operator
 650.0 Dispatcher, Emergency Comm.
 653.0 Cas Operator

**EA Miscellaneous Crafts
178 Local**

821.2 Locksmith II
 822.1 Air Conditioning Mech. I
 822.2 Air Conditioning Mech. II
 823.1 Carpenter
 824.1 Electrician I
 824.2 Electrician II
 825.1 Painter
 826.1 Plumber/Fitter
 841.1 Vehicle Mechanic

841.4 Vehicle Mechanic, Lead
 842.1 Heavy Equipment Mechanic
 851.1 Welder I
 851.2 Welder II
 852.1 Sheet Metal Worker
 861.2 Rigger II
 961.2 Fabrication Assistant II
 971.1 Metal Fabricator I
 971.2 Metal Fabricator II
 971.3 Metal Fabricator III

**EC Maintenance Mechanic
41 Local**

862.1 Maintenance Mechanic

**EJ Machinist
90 Local**

981.1 Journeyman Machinist
 981.2 Sr. Machinist
 981.3 Sr. Machinist II
 982.2 Assembly Machinist II
 982.3 Assembly Machinist III

**EK Assembly Specialist
21 Internal**

983.2 Machine Repairer II
 983.3 Machine Repairer III
 984.2 Mechanical Inspector II
 984.3 Mechanical Inspector III

**FD Printer
5 Local**

585.1 Print Room Operator
 585.2 Sr. Print Room Operator
 585.3 Print Room Operator Specialist

Table A

FF	Warehouse Worker	GA	Laborer Gardener
51	Local	34	Local
461.2	Sr. Mail Carrier	801.1	Trades Helper
462.1	Associate Warehouse Worker	805.1	Laborer I
462.2	Warehouse Worker	805.2	Laborer II
462.3	Sr. Warehouse Worker	812.1	Gardener I
462.4	Principal Warehouse Worker	812.2	Gardener II
		812.3	Gardener III
FG	Photographic Specialist	HA	Firefighters
31	National	29	National
383.1	Film/Television Media Producer	651.1	Firefighter
581.2	Sr. NTS Photo Application Specialist		
582.2	Photographic Technician	HB	Protective Service Officers
582.3	Sr. Photographic Technician	98	National
582.4	Photographic Specialist	655.1	Protective Services Officer
583.2	Sr. Film/T.V. Media Technician		
583.3	Film/T.V. Media Specialist	HC	Custodian
584.2	Sr. Printing Equipment Operator	50	Local
584.3	Lead Operator–Printing Services	811.1	Custodian I
		811.2	Custodian II
FH	Vehicle Driver		
17	Local		
831.2	Motor Vehicle Driver II		
833.1	Heavy Equipment Operator		
834.1	Truck Driver I		
834.2	Truck Driver II		

Table B

Availability Factors

Availability is an estimate of the percentage of minorities or women available for employment in each job group. The Office of Federal Contract Compliance Programs (OFCCP) requires federal contractors to consider the following eight weighted factors in determining availability:

- 1a. The percentage of minorities in the population of the labor area surrounding the facility
- 1b. The percentage of women among those seeking employment in the labor or recruitment area
2. The percentage of minorities and women among those unemployed in the labor area surrounding the facility
3. Percentage of minorities and women in the total workforce in the immediate labor area
4. Percentage of minorities and women among those having requisite skills in the immediate labor area
5. Percentage of minorities and women among those having requisite skills in a reasonable recruitment area
6. Percentage of minorities and women among those promotable or transferable within the facility
7. Percentage of minorities and women at institutions providing training in requisite skills
8. Percentage of minorities and women among those at the facility whom the contractor can train in requisite skills

The Laboratory uses availability estimates to measure the degree to which it utilizes minorities and women in its employment. Information regarding the data and calculations used to arrive at availability estimates can be furnished by the Affirmative Action and Diversity Program.

Table C

LLNL 1998 Workforce Utilization and Goals by Job Group

		12/31/1998 LLNL Population								12/31/1997 LLNL Population										
		1998	WOMEN					Composite Minority				1997	WOMEN				Composite Minority			
	Availabilities are the same for 98 and 97.	Job Group				100%** Utilized				100% Utilized	Job Group				100% Utilized			100% Utilized		
Group	Job Title	Pop	*Pop	%Av	% rep	Y/N?	Pop	%Av	% rep	Y/N?	Pop	Pop	% rep	Y/N?	Pop	% rep	Y/N?			
AA	Management Scientific	254	20	10.8	7.9	N	18	11.6	7.1	N	256	22	8.6	N	17	6.6	N			
AB	Management Admin.	99	43	36.9	43.4	Y	20	15.6	20.2	Y	105	49	46.7	Y	23	21.9	Y			
AC	Supervisor Technical	537	66	11.7	12.3	Y	63	11.8	11.7	N	534	66	12.4	Y	61	11.4	N			
AD	Supervisor Clerical	141	133	85.4	94.3	Y	33	20.4	23.4	Y	146	137	93.8	Y	32	21.9	Y			
AE	Supervisor Non-clerical	74	28	67.9	37.8	N	17	17.5	23.0	Y	72	26	36.1	N	15	20.8	Y			
AF	Supervisor Blue Collar	74	1	5.3	1.4	N	9	25.7	12.2	N	75	1	1.3	N	9	12.0	N			
AG	Supervisor. Service	48	6	13.5	12.5	N	10	33.6	20.8	N	44	5	11.4	N	11	25.0	N			
BA	Administrator	565	397	57.2	70.3	Y	121	22.4	21.4	N	562	390	69.4	Y	120	21.4	N			
BB	Physicist	562	50	11	8.9	N	61	11.2	10.9	N	520	41	7.9	N	54	10.4	N			
BC	Chemist Metallurgist	176	46	26.5	26.1	N	27	19.9	15.3	N	165	43	26.1	N	25	15.2	N			
BD	Life Scientist	30	17	40.2	56.7	Y	5	18.6	16.7	N	27	16	59.3	Y	5	18.5	N			
BE	Computer Scientist	457	128	29.6	28.0	N	67	19.9	14.7	N	384	108	28.1	N	59	15.4	N			
BG	EngineerMechanical	270	28	5.7	10.4	Y	49	16.0	18.1	Y	246	25	10.2	Y	46	18.7	Y			
BH	Engineer Electronics	254	26	10	10.2	Y	36	17.9	14.2	N	249	21	8.4	N	34	13.7	N			
BJ	Engineer Misc.	197	21	8.5	10.7	Y	39	18.9	19.8	Y	197	19	9.6	Y	43	21.8	Y			
BK	Tech. Info. Editor	49	28	39.6	57.1	Y	9	9.3	18.4	Y	41	23	56.1	Y	7	17.1	Y			
BZ	Environmental Scientist	58	23	17.1	39.7	Y	9	6.9	15.5	Y	51	19	37.3	Y	7	13.7	Y			
CA	Mechanical Tech.	29	4	10.1	13.8	Y	7	22.9	24.1	Y	31	5	16.1	Y	9	29.0	Y			
CB	Mech. Tech. Spec.	239	17	13	7.1	N	35	23.4	14.6	N	246	17	6.9	N	34	13.8	N			
CC	Electronic Tech.	21	3	14.5	14.3	N	6	32.7	28.6	N	24	3	12.5	N	7	29.2	N			
CD	Electronic Tech. Spec.	135	4	9.3	3.0	N	21	25.6	15.6	N	140	4	2.9	N	22	15.7	N			
CE	Electronics Fab. Tech.	30	8	18.7	26.7	Y	6	37.1	20.0	N	27	7	25.9	Y	6	22.2	N			
CI	Chemical Tech.	61	15	21.4	24.6	Y	18	44.3	29.5	N	61	17	27.9	Y	16	26.2	N			
CJ	Eng. & Sci. Tech.	104	34	55.9	32.7	N	18	35.7	17.3	N	101	36	35.6	N	18	17.8	N			
CL	Asst. Tech. Coord.	109	36	47.1	33.0	N	23	18.0	21.1	Y	90	23	25.6	N	16	17.8	N			
CM	Tech. Sci. Coord.	64	6	31.9	9.4	N	9	18.7	14.1	N	68	6	8.8	N	11	16.2	N			
CN	Tech. Assoc./Non-Eng.	175	55	35.7	31.4	N	37	20.2	21.1	Y	159	47	29.6	N	28	17.6	N			
CO	Drafter/Designer	105	13	40.4	12.4	N	26	26.6	24.8	N	112	14	12.5	N	26	23.2	N			
CP	Tech. Assoc./Eng.	252	7	4.1	2.8	N	20	13.2	7.9	N	241	7	2.9	N	20	8.3	N			
CQ	Comp Prg. Tech.	148	72	31.1	48.6	Y	33	26.9	22.3	N	142	75	52.8	Y	38	26.8	N			
CS	Medical Tech.	3	3	89.2	100.0	Y	2	31.5	66.7	Y	3	3	100.0	Y	2	66.7	Y			
CT	Technical Illustrator	39	13	35.1	33.3	N	14	33.2	35.9	Y	42	15	35.7	Y	16	38.1	Y			
DA	Admin. Spec. I	20	19	92.9	95.0	Y	8	28.2	40.0	Y	31	31	100.0	Y	10	32.3	Y			
DB	Admin Spec. II	514	513	97	99.8	Y	116	23.9	22.6	N	455	454	99.8	Y	110	24.2	Y			
DC	Resource Mgr. Suprt.	28	27	86.3	96.4	Y	5	28.4	17.9	N	32	31	96.9	Y	6	18.8	N			
DD	Comp. Sys. Suprt.	79	71	67.1	89.9	Y	26	35.8	32.9	N	83	74	89.2	Y	28	33.7	N			
EA	Misc. Crafts	158	5	4.5	3.2	N	38	28.8	24.1	N	165	6	3.6	N	38	23.0	N			
EC	Maintenance Mechanic	41	1	4.5	2.4	N	14	28.8	34.1	Y	43	1	2.3	N	15	34.9	Y			
EJ	Machinist	90	1	3.4	1.1	N	14	33.5	15.6	N	94	3	3.2	N	15	16.0	N			
EK	Assembly Spec.	21	0	6	0.0	N	3	13.1	14.3	Y	20	0	0.0	N	3	15.0	Y			
FD	Printer	5	3	24.1	60.0	Y	0	32.1	0.0	N	5	3	60.0	Y	0	0.0	N			
FF	Warehouse Worker	51	10	35.7	19.6	N	14	37.8	27.5	N	51	10	19.6	N	14	27.5	N			
FG	Photographic Spec.	31	9	36.7	29.0	N	11	29.4	35.5	Y	31	9	29.0	N	11	35.5	Y			
FH	Vehicle Driver	17	1	8.1	5.9	N	5	35.2	29.4	N	17	1	5.9	N	5	29.4	N			
GA	Laborer/gardner	34	2	20.5	5.9	N	9	42.7	26.5	N	36	2	5.6	N	10	27.8	N			
HA	Firefighter	29	3	10.3	10.3	Y	9	27.0	31.0	Y	29	3	10.3	Y	9	31.0	Y			
HB	Protective Serice Officer	98	4	15.7	4.1	N	36	42.1	36.7	N	103	6	5.8	N	35	34.0	N			
HC	Custodians	50	20	33.8	40.0	Y	15	47.7	30.0	N	53	21	39.6	Y	15	28.3	N			
Total population and percent representation		6625	2040		30.8		1191		18.0		6409	1945	30.3		1161	18.1				
* 17 unidentified ethnicity included in the total job group populations.																				
** For job groups not 100% utilized, an annual % hiring goal equal to the availability for said job group is established.																				

Table C

TOTAL 1998 and 1997 LLNL POPULATION REPRESENTATION BY EEO JOB GROUP											
		1998 Job Group	WOMEN		Composite Minority		1997 Job Group	WOMEN		Composite Minority	
	EEO-Job Groups	Pop *	Pop	% rep	Pop	% rep	Pop	Pop	% rep	Pop	% rep
A	Managers & Supervisors	1227	297	24.2	170	13.9	1232	306	24.8	168	13.6
B	Professional	2618	764	29.2	423	16.2	2442	705	28.9	400	16.4
C	Technical	1514	290	19.2	275	18.2	1487	279	18.8	269	18.1
D	Clerical	641	630	98.3	155	24.2	601	590	98.2	154	25.6
E	Crafts	310	7	2.3	69	22.3	322	10	3.1	71	22.0
F	Mechanical Operators	104	23	22.1	30	28.8	104	23	22.1	30	28.8
G	Laborers	34	2	5.9	9	26.5	36	2	5.6	10	27.8
H	Service	177	27	15.3	6	33.9	185	30	16.2	59	31.9
Total LLNL Population		6625	2040		1191		6409	1945		1161	

Table D

1998 Hiring Goal Results

Job		Job Group	Total Hired	Women Hired			Goal Met?	Minority Hired			Goal Met?
Group	Job Title	Pop	#	%	#	%Av	Y/N?	%	#	%Av	Y/N?
AA	Management Scientific	254	1	0	0	10.8	N	0	0	11.6	N
AC	Supervisor Technical	537	3	33.3	1	11.7	Y	33.3	1	11.8	Y
BA	Administrator	565	12	66.7	8	57.2	Y	18.2	2	22.4	N
BB	Physicist	562	17	11.8	2	11	Y	28.6	4	11.2	Y
BC	Chemist Metallurgist	176	7	14.3	1	26.5	N	28.6	2	19.9	Y
BD	Life Scientist	30	1	0	0	40.2	N	0	0	18.6	N
BE	Computer Scientist	457	51	17.6	9	29.6	N	19.4	7	19.9	N
BG	Engineer Mechanical	270	12	8.33	1	5.7	Y	50	2	16.0	Y
BH	Engineer Electronics	254	5	40	2	10	Y	16.7	1	17.9	N
BJ	Engineer Misc.	197	10	0	0	8.5	N	16.7	1	18.9	N
BK	Tech. Info. Editor	49	2	100	2	39.6	Y	0	0	9.3	N
BZ	Environmental Scientist	58	4	50	2	17.1	Y	25	1	6.9	Y
CB	Mech. Tech. Spec.	239	1	0	0	13	N	0	0	23.4	N
CC	Electronic Tech.	21	1	0	0	14.5	N	0	0	32.7	N
CD	Electronic Tech. Spec.	135	2	0	0	9.3	N	50	1	25.6	Y
CE	Electronics Fab. Tech.	30	3	33.3	1	18.7	Y	0	0	37.1	N
CI	Chemical Tech.	61	3	0	0	21.4	N	33.3	1	44.3	N
CJ	Eng. & Sci. Tech.	104	4	0	0	55.9	N	0	0	35.7	N
CL	Asst. Tech. Coord.	109	2	0	0	47.1	N	0	0	18.0	N
CN	Tech. Assoc./Non-Eng.	175	7	14.3	1	35.7	N	16.7	1	20.2	N
CP	Tech. Assoc./Eng.	252	2	0	0	4.1	N	0	0	13.2	N
CQ	Comp. Prg.Tech.	148	10	10	1	31.1	N	14.3	1	26.9	N
DA	Admin. Spec. I	20	2	100	2	92.9	Y	0	0	28.2	N
DB	Admin. Spec. II	514	36	100	36	97	Y	15.1	8	23.9	N
DD	Comp. Sys. Suprt.	79	1	100	1	67.1	Y	50	1	35.8	Y
EA	Misc. Crafts	158	1	0	0	4.5	N	0	0	28.8	N
HB	Protective Service Officer	98	16	0	0	15.7	N	37.5	6	42.1	N
	Totals population and %	*6625	215		70				40		

* population total for all job groups

Projected Hiring Goals for 1999

The job groups BB, physicists; BC, chemist; and BE, computer scientist; are targeted for AA recruiting and outreach efforts in 1999.

These job groups were selected because of their significant underutilization of women and minorities, the job groups' importance to the LLNL workforce and the 1999 projected hires into these groups.

It is LLNL's policy and intention to hire the most qualified applicant for all job openings. In 1999, every effort will be made to have a sufficiently diverse applicant pool, with the hope that this will result in the hiring of women and minorities at or above the job group's qualified availability for these groups.

All LLNL Workforce Analysis

Table E

* The Pay Scale is coded highest to lowest in ranges of dollar amounts as identified by monthly base pay rates.																					
ALL LLNL WORKFORCE ANALYSIS 12/31/98				Gender		Ethnicity						Women		Men						Minor	Grand
*Pay Scale	CLASS TTITLE	ORG	STAUS	A	B	H	I	W	total	A	B	H	I	W	total	Men	total	total	Grand		
A	DIRECTOR		DIRECTOR	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
B	AD CHEMIST		AD	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
B	AD ENGINEER		AD	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2		
B	AD METALLURGIST		AD	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
B	AD PHYSICIST		AD	0	0	0	0	0	0	0	0	0	0	1	8	9	1	9	9		
B	Assistant Director Total			0	0	0	0	0	0	0	0	0	0	1	12	13	1	13	13		
B	BIOMEDICAL SCIENTIST		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
B	ENGINEER		Manager	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3		
B	METALLURGIST		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
B	PHYSICIST		Manager	0	0	0	0	0	1	1	0	0	0	0	4	4	0	5	5		
B	Manager Total			0	0	0	0	0	1	1	0	0	0	0	9	9	0	10	10		
B	TOTAL			0	0	0	0	0	1	1	0	0	0	1	21	22	1	23	23		
C	BIOMEDICAL SCIENTIST		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
C	CHEMIST		Manager	0	0	0	0	0	1	1	0	0	0	0	3	3	0	4	4		
C	COMP SCIENTIST/MATH PROGMR		Manager	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2		
C	ENGINEER		Manager	0	0	0	0	0	0	0	1	0	0	0	15	16	1	16	16		
C	M.D.		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
C	MANAGER		Manager	0	0	0	0	0	1	1	0	0	0	0	2	2	0	3	3		
C	MATHEMATICIAN		Manager	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2		
C	METALLURGIST		Manager	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2		
C	PHYSICIST		Manager	0	0	0	0	0	0	0	0	0	0	0	29	29	0	29	29		
C	POLITICAL SCIENTIST		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
C	Manager Total			0	0	0	0	0	2	2	1	0	0	0	58	59	1	61	61		
C	PHYSICIST		SUPERVISOR	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	4		
C	BIOPHYSICIST		Worker	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
C	MANAGER		Worker	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
C	PHYSICIST		Worker	1	0	0	0	0	0	1	0	0	0	0	4	4	1	5	5		
C	Worker Total			1	0	0	0	0	0	1	0	0	0	0	6	6	1	7	7		
C	TOTAL			1	0	0	0	0	2	3	1	0	0	0	68	69	2	72	72		
D	BIOMEDICAL SCIENTIST		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
D	CHEMIST		Manager	0	0	0	0	0	0	0	0	0	0	0	5	5	0	5	5		
D	COMP SCIENTIST/MATH PROGMR		Manager	0	0	0	0	0	1	1	0	0	0	0	4	4	0	5	5		
D	ENGINEER		Manager	0	0	0	0	0	1	1	1	2	0	0	14	17	3	18	18		
D	MANAGER		Manager	1	0	0	0	0	1	2	0	0	1	0	4	5	2	7	7		
D	MATHEMATICIAN		Manager	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2		
D	METALLURGIST		Manager	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1		
D	PHYSICIST		Manager	0	0	0	0	0	1	1	1	0	0	0	18	19	1	20	20		
D	Manager Total			1	0	0	0	0	4	5	2	2	1	0	49	54	6	59	59		

All LLNL Workforce Analysis, cont.

Table E

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender	Ethnicity																						
*Pay	ORG		A		B		H		I		W		Women total	A		B		H		I		W		Men total	Minor total	Grand totals
Scale	CLASS TITLE	STAUS	A	B	H	I	W	Women total	A	B	H	I	W	Men total	Minor total	Grand totals										
D	ENGINEER	Supervisor	0	0	0	0	1	1	0	0	1	0	6	7	1	8										
D	PHYSICIST	Supervisor	0	0	0	0	1	1	0	0	0	0	19	19	0	20										
D	Supervisor Total		0	0	0	0	2	2	0	0	1	0	25	26	1	28										
D	BIOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
D	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
D	COMP SCIENTIST/MATH PROGMR	Worker	0	0	0	0	0	0	0	0	0	0	2	2	0	2										
D	ENGINEER	Worker	0	0	0	0	0	0	2	0	0	0	8	10	2	10										
D	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	17	17	0	17										
D	Worker Total		0	0	0	0	0	0	2	0	0	0	29	31	2	31										
D Total			1	0	0	0	6	7	4	2	2	0	103	111	9	118										
E	BIOMEDICAL SCIENTIST	Manager	0	0	0	0	1	1	0	0	0	0	0	0	0	1										
E	CHEMIST	Manager	0	0	0	0	1	1	0	0	0	0	3	3	0	4										
E	COMP SCIENTIST/MATH PROGMR	Manager	0	0	0	0	3	3	0	0	0	0	9	9	0	12										
E	ENGINEER	Manager	0	0	0	0	1	1	2	0	0	0	24	26	2	27										
E	ENVIRONMENTAL SCIENTIST	Manager	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	FIRE CHIEF/CAPTAIN	Manager	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	MANAGER	Manager	0	1	0	0	3	4	0	0	1	0	6	7	2	11										
E	METALLURGIST	Manager	0	0	0	0	0	0	0	0	0	0	2	2	0	2										
E	PHYSICIST	Manager	0	0	0	0	1	1	1	0	0	0	21	22	1	23										
E	POLITICAL SCIENTIST	Manager	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	Manager Total		0	1	0	0	10	11	3	0	1	0	69	73	5	84										
E	CHEMIST	Supervisor	0	0	0	0	1	1	0	0	0	0	4	4	0	5										
E	COMP SCIENTIST/MATH PROGMR	Supervisor	0	0	0	0	2	2	0	0	0	0	9	9	0	11										
E	ENGINEER	Supervisor	0	0	0	0	0	0	1	0	0	0	21	22	1	22										
E	ENVIRONMENTAL SCIENTIST	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	M.D.	Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	0	2										
E	MATHEMATICIAN	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	METALLURGIST	Supervisor	0	0	0	0	1	1	0	0	1	0	1	2	1	3										
E	PHYSICIST	Supervisor	0	0	0	0	0	0	1	1	1	0	21	24	3	24										
E	POLITICAL SCIENTIST	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1										
E	Supervisor Total		0	0	0	0	4	4	2	1	2	0	61	66	5	70										

All LLNL Workforce Analysis, cont.

Table E

ALL LLNL WORKFORCE ANALYSIS 12/31/98										Gender		Ethnicity									
*Pay Scale		ORG		Women						Men						Grand totals					
CLASS TITLE		STAUS		A	B	H	I	W	total	A	B	H	I	W	total	Men total	Minor total				
E	CHEMIST	Worker		0	0	0	0	2	2	0	0	1	0	5	6	1	8				
E	COMP SCIENTIST/MATH PROGMR	Worker		1	0	0	0	2	3	1	0	0	0	12	13	2	16				
E	ENGINEER	Worker		0	0	0	0	2	2	2	0	0	0	28	30	2	32				
E	ENVIRONMENTAL SCIENTIST	Worker		0	0	0	0	1	1	0	0	0	0	0	0	0	1				
E	EXECUTIVE STAFF MEMBER	Worker		0	0	0	0	1	1	0	0	0	0	0	0	0	1				
E	MANAGER	Worker		0	0	0	0	0	0	0	0	0	0	1	1	0	1				
E	MATHEMATICIAN	Worker		0	0	0	0	0	0	0	0	0	0	4	4	0	4				
E	METALLURGIST	Worker		0	0	0	0	0	0	1	0	0	1	0	2	2	2				
E	PHYSICIST	Worker		1	0	0	0	0	1	4	0	0	0	47	51	5	52				
E	POLITICAL SCIENTIST	Worker		0	0	0	0	1	1	0	0	0	0	0	0	0	1				
E	Worker Total			2	0	0	0	9	11	8	0	1	1	97	107	12	118				
E Total				2	1	0	0	23	26	13	1	4	1	227	246	22	272				
F	CHEMIST	Manager		0	0	0	0	1	1	0	0	0	0	3	3	0	4				
F	COMP SCIENTIST/MATH PROGMR	Manager		0	0	0	0	0	0	0	0	0	0	1	1	0	1				
F	ENGINEER	Manager		1	0	0	0	2	3	1	2	0	0	6	9	4	12				
F	ENVIRONMENTAL SCIENTIST	Manager		0	0	0	0	1	1	0	0	0	0	0	0	0	1				
F	EXECUTIVE STAFF MEMBER	Manager		0	0	0	0	2	2	0	1	0	0	4	5	1	7				
F	MANAGER	Manager		1	0	0	0	2	3	1	0	0	0	11	12	2	15				
F	PHYSICIST	Manager		0	0	0	0	0	0	3	0	0	0	7	10	3	10				
F	SUPERINTENDENT	Manager		0	0	0	0	0	0	0	1	0	1	10	12	2	12				
F	Manager Total			2	0	0	0	8	10	5	4	0	1	42	52	12	62				
F	BIOCHEMIST	Supervisor		0	0	0	0	0	0	0	0	0	0	1	1	0	1				
F	BIOMEDICAL SCIENTIST	Supervisor		0	0	0	0	1	1	0	0	0	0	3	3	0	4				
F	CHEMIST	Supervisor		0	0	0	0	2	2	0	0	0	0	13	13	0	15				
F	COMP SCIENTIST/MATH PROGMR	Supervisor		3	0	0	0	8	11	0	1	1	0	16	18	5	29				
F	ENGINEER	Supervisor		0	0	0	0	8	8	4	0	1	0	58	63	5	71				
F	ENVIRONMENTAL SCIENTIST	Supervisor		1	0	0	0	0	1	0	0	0	0	2	2	1	3				
F	EXECUTIVE STAFF MEMBER	Supervisor		0	0	0	0	0	0	0	0	0	0	1	1	0	1				
F	FIRE CHIEF/CAPTAIN	Supervisor		0	0	0	0	0	0	0	0	0	0	1	1	0	1				
F	MANAGER	Supervisor		0	0	0	0	1	1	0	0	0	0	0	0	0	1				
F	PHYSICIST	Supervisor		0	0	0	0	3	3	2	0	0	0	43	45	2	48				
F	POLITICAL SCIENTIST	Supervisor		0	0	0	0	0	0	0	0	0	0	2	2	0	2				
F	SUPERINTENDENT	Supervisor		0	0	0	0	0	0	0	0	0	0	3	3	0	3				
F	Supervisor Total			4	0	0	0	23	27	6	1	2	0	143	152	13	179				

Table E

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender		Ethnicity										Grand			
*Pay Scale	CLASS TITLE	ORG			Women					Men					Women total	Men total	Minor total	Grand totals
		STAUS	A	B	H	I	W		A	B	H	I	W					
F	BIOCHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
F	CHEMIST	Worker	0	0	0	0	4	4	1	0	0	0	0	22	23	1	27	
F	COMP SCIENTIST/MATH PROGMR	Worker	2	0	0	0	14	16	6	1	3	0	66	76	12	92		
F	ENGINEER	Worker	1	0	0	0	5	6	10	0	3	2	97	112	16	118		
F	ENVIRONMENTAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1		
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	3	3	2	0	0	0	9	11	2	14		
F	FIRE CHIEF/CAPTAIN	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1		
F	M.D.	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	1		
F	MANAGER	Worker	1	0	0	0	1	2	0	0	0	0	0	0	1	2		
F	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	2	2	0	2		
F	METALLURGIST	Worker	0	0	0	0	1	1	0	0	0	0	6	6	0	7		
F	PHYSICIST	Worker	1	0	0	0	9	10	9	1	4	0	156	171	15	181		
F	SUPERINTENDENT	Worker	0	0	0	0	0	0	0	0	0	0	2	2	0	2		
F	Worker Total		5	0	0	0	38	43	28	2	10	2	364	406	47	449		
F Total			11	0	0	0	69	80	39	7	12	3	549	610	72	690		
G	ADMINISTRATOR	Manager	1	0	2	0	4	7	0	0	0	0	0	0	3	7		
G	ENGINEER	Manager	0	0	0	0	1	1	0	0	0	0	1	1	0	2		
G	ENVIRONMENTAL SCIENTIST	Manager	0	0	0	0	1	1	0	0	0	0	0	0	0	1		
G	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	0	0	0	0	2	2	0	2		
G	MANAGER	Manager	0	0	0	0	5	5	0	2	1	0	8	11	3	16		
G	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	1	1	0	1		
G	RESOURCE ANALYST	Manager	0	0	0	0	2	2	0	0	0	0	1	1	0	3		
G	SUPERINTENDENT	Manager	0	0	0	0	1	1	0	0	0	0	3	3	0	4		
G	Manager Total		1	0	2	0	14	17	0	2	1	0	16	19	6	36		
G	ACCOUNTANT	Supervisor	0	0	0	0	1	1	0	0	0	0	1	1	0	2		
G	ADMINISTRATOR	Supervisor	0	0	0	0	8	8	0	0	0	0	1	1	0	9		
G	BIOMEDICAL SCIENTIST	Supervisor	0	0	0	0	2	2	0	0	1	0	5	6	1	8		
G	BIOPHYSICIST	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	1		
G	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	3	3	0	3		
G	COMP SCIENTIST/MATH PROGMR	Supervisor	0	0	1	0	6	7	1	0	0	0	10	11	2	18		
G	CONTRACT ADMINISTRATOR	Supervisor	0	0	0	0	0	0	0	0	0	0	3	3	0	3		
G	ENGINEER	Supervisor	1	0	0	0	4	5	3	0	2	0	20	25	6	30		
G	ENVIRONMENTAL SCIENTIST	Supervisor	0	0	0	0	3	3	0	0	0	0	7	7	0	10		
G	EXECUTIVE STAFF MEMBER	Supervisor	1	0	0	0	1	2	0	0	0	0	2	2	1	4		
G	FIREFIGHTER	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1		
G	HEALTH AND SAFETY ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	0	2		
G	HUMAN RESOURCES SPECIALIST	Supervisor	0	1	1	0	0	2	0	0	1	0	1	2	3	4		
G	MANAGER	Supervisor	0	0	0	0	0	0	0	1	1	0	4	6	2	6		
G	PHYSICIST	Supervisor	0	0	0	0	0	0	2	0	0	0	7	9	2	9		

Table E

All LLNL Workforce Analysis, cont.

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender		Ethnicity												
*Pay Scale	CLASS TITLE	ORG STATUS			Women			Women total			Men			Men total		Minor total	Grand totals
			A	B	H	I	W		A	B	H	I	W				
G	RESOURCE ANALYST	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
G	SCIENTIFIC ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2
G	SENIOR ENGINEERING ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	4	0	21	25	4	25	4
G	SUPERINTENDENT	Supervisor	0	0	0	0	0	0	0	0	1	0	2	9	12	3	12
G	SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	2	2	0	12	16	4	16
G	SYSTEMS ANALYST	Supervisor	0	0	0	0	1	1	0	0	0	0	1	1	0	0	2
G	TECH INFORMATION SPECIALIST	Supervisor	0	0	0	0	3	3	0	0	0	0	1	1	0	0	4
G	Supervisor Total		2	1	2	0	31	36	6	4	11	2	113	136	28	172	
G	ACCOUNTANT	Worker	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
G	ADMIN ASST TO LAB DIRECTOR	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
G	ADMINISTRATOR	Worker	0	1	0	0	2	3	0	1	0	0	2	3	2	6	
G	BIOMEDICAL SCIENTIST	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
G	BIOPHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	4	4	0	4	
G	CHEMIST	Worker	1	0	0	0	21	22	6	0	3	0	49	58	10	80	
G	COMP SCIENTIST/MATH PROGMR	Worker	7	2	0	0	40	49	15	2	1	0	111	129	27	178	
G	CONTRACT ADMINISTRATOR	Worker	0	1	0	0	0	1	0	0	0	0	2	2	1	3	
G	ENGINEER	Worker	6	1	2	0	27	36	43	5	10	3	295	356	70	392	
G	ENVIRONMENTAL SCIENTIST	Worker	1	0	0	0	9	10	3	1	0	0	18	22	5	32	
G	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	9	9	0	0	0	1	8	9	1	18	
G	FIREFIGHTER	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
G	HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
G	HUMAN RESOURCES SPECIALIST	Worker	1	0	0	0	5	6	0	0	0	0	2	2	1	8	
G	M.D.	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
G	MANAGEMENT ANALYST	Worker	0	0	0	0	1	1	1	0	0	0	3	4	1	5	
G	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	7	7	0	7	
G	METALLURGIST	Worker	1	0	0	0	2	3	1	0	0	0	10	11	2	14	
G	PHYSICIST	Worker	7	0	0	0	24	31	16	3	7	1	198	225	34	256	
G	POLITICAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	8	8	0	8	
G	RESOURCE ANALYST	Worker	1	0	0	0	6	7	0	0	0	0	3	3	1	10	
G	SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	3	3	0	3	
G	SCIENTIFIC ASSOCIATE - C/MS	Worker	0	0	0	0	0	0	0	0	1	0	1	2	1	2	
G	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
G	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	3	0	0	0	37	40	3	40	
G	SUPERINTENDENT	Worker	0	0	0	0	0	0	0	0	0	0	9	9	0	9	
G	SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
G	TECH INFORMATION SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
G	Worker Total		25	6	2	0	150	183	88	12	22	5	776	903	160	1086	
G Total			28	7	6	0	195	236	94	18	34	7	905	1058	194	1294	

Table E

All LLNL Workforce Analysis, cont.

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender		Ethnicity											
*Pay Scale	CLASS TITLE	ORG STATUS	A	B	H	I	W	Women total	A	B	H	I	W	Men total	Minor total	Grand totals
H	ADMINISTRATOR	Manager	0	1	1	1	8	11	0	0	0	0	1	1	3	12
H	EXECUTIVE STAFF MEMBER	Manager	1	0	0	0	1	2	0	0	0	0	0	0	1	2
H	RESOURCE ANALYST	Manager	0	0	0	0	1	1	0	0	0	0	0	0	0	1
H	Manager Total		1	1	1	1	10	14	0	0	0	0	1	1	4	15
H	ACCOUNTANT	Supervisor	1	1	0	0	2	4	1	0	0	0	1	2	3	6
H	ADMINISTRATOR	Supervisor	1	2	1	1	25	30	0	0	1	0	3	4	6	34
H	AIR CONDITIONING MECHANIC	Supervisor	0	0	0	0	0	0	0	0	0	0	4	4	0	4
H	BIOMEDICAL SCIENTIST	Supervisor	1	0	0	0	1	2	0	1	0	0	1	2	2	4
H	BUYER	Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	0	2
H	CARPENTER	Supervisor	0	0	0	0	0	0	0	0	1	0	1	2	1	2
H	COMP SCIENTIST/MATH PROGMR	Supervisor	0	0	0	0	1	1	0	0	0	0	1	1	0	2
H	COMPUTER SUPPORT ASSOCIATE	Supervisor	0	0	0	0	1	1	0	0	0	0	1	1	0	2
H	CONSTRUCTION INSPECTION COORD	Supervisor	0	0	0	0	0	0	0	0	1	0	0	1	1	1
H	CONTRACT ADMINISTRATOR	Supervisor	0	0	0	0	0	0	0	0	0	0	3	3	0	3
H	ELECTRICIAN	Supervisor	0	0	0	0	0	0	0	0	0	1	13	14	1	14
H	ENGINEER	Supervisor	1	0	0	0	1	2	0	0	0	0	1	1	1	3
H	ENGINEERING DESIGN ASSOCIATE	Supervisor	0	0	1	0	1	2	0	0	0	0	1	1	1	3
H	ENGINEERING TECHNICAL ASSOC	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	ENGINEERING/SCIENTIFIC COORD	Supervisor	0	0	0	0	0	0	1	0	0	0	0	1	1	1
H	FACILITY ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	HEALTH AND SAFETY ASSOCIATE	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	1
H	HEAVY EQUIPMENT MECHANIC	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	HUMAN RESOURCES SPECIALIST	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	1
H	MAINTENANCE MECHANIC	Supervisor	0	0	0	0	0	0	0	0	0	0	7	7	0	7
H	MANAGEMENT ANALYST	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	PAINTER	Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	0	2
H	PLUMBER/FITTER	Supervisor	0	0	0	0	0	0	0	0	0	0	2	2	0	2
H	PS LT/LT/ASST CHIEF OF POLICE	Supervisor	0	0	0	0	1	1	0	0	0	0	1	1	0	2
H	PUBLIC INFORMATION OFFICER	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	RESOURCE ANALYST	Supervisor	1	0	0	0	4	5	0	0	0	0	3	3	1	8
H	RIGGER	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	SCIENTIFIC ASSOCIATE - C/MS	Supervisor	0	0	0	0	1	1	0	0	0	0	1	1	0	2
H	SECURITY ADMINISTRATOR	Supervisor	0	0	0	0	1	1	0	2	0	1	6	9	3	10
H	SENIOR ENGINEERING ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	2	0	21	23	2	23
H	SHEETMETAL WORKER	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	SUPERVISOR	Supervisor	0	0	0	0	4	4	1	1	5	2	29	38	9	42
H	SUPPLY SUPERVISOR	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	1

Table E

All LLNL Workforce Analysis, cont.

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender	Ethnicity												Grand			
*Pay Scale	CLASS TITLE	ORG	Women			Women			Women			Men			Men			Minor total	Grand totals
		STAUS	A	B	H	I	W	A	B	H	I	W	A	B	H	I	W		
H	SYSTEMS ANALYST	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
H	TECH INFORMATION SPECIALIST	Supervisor	0	0	0	0	2	2	0	0	0	0	2	2	0	0	2	2	0
H	TECH PUBLICATIONS SPECIALIST	Supervisor	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	1	1
H	WELDER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	3
H	Supervisor Total		5	3	2	1	49	60	3	5	11	4	115	138	34	198	34	198	
H	ACCOUNTANT	Worker	0	0	0	0	2	2	1	0	0	0	1	2	1	0	0	1	4
H	ADMINISTRATOR	Worker	0	1	1	0	16	18	0	0	1	1	9	11	4	29	4	29	
H	AIR CONDITIONING MECHANIC	Worker	0	0	0	0	1	1	0	2	4	0	8	14	6	15	6	15	
H	ANIMATOR/ANIMATION SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	
H	ASSEMBLY MACHINIST	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	
H	BIOMEDICAL SCIENTIST	Worker	1	0	0	0	4	5	0	0	0	0	3	3	1	8	3	1	8
H	BUYER	Worker	0	0	0	0	2	2	0	0	0	0	2	2	0	4	2	0	4
H	CHEMIST	Worker	1	3	2	0	8	14	2	2	1	0	16	21	11	35	11	35	
H	CLASS ADVISOR	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	
H	COMP SCIENTIST/MATH PROGMR	Worker	4	1	1	0	40	46	9	1	3	0	70	83	19	129	19	129	
H	COMPUTER PROGRAMMING ASSOCIATE	Worker	4	0	1	1	2	8	0	0	0	0	3	3	6	11	3	6	11
H	COMPUTER PROGRAMMING TECH	Worker	0	0	0	0	0	0	0	0	1	0	0	1	1	1	0	1	1
H	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	1	1	5	7	2	0	1	1	13	17	6	24	6	24	
H	COMPUTER SUPPORT TECH	Worker	0	0	0	0	1	1	0	1	0	0	2	3	1	4	3	1	4
H	CONSTRUCTION COORDINATOR	Worker	0	0	0	0	0	0	0	0	0	0	5	5	0	5	0	5	
H	CONSTRUCTION INSPECTION COORD	Worker	0	0	0	0	0	0	0	1	0	1	6	8	2	8	2	8	
H	CONTRACT ADMINISTRATOR	Worker	0	0	0	0	8	8	0	0	1	0	18	19	1	27	1	27	
H	COORD/TECH COORD	Worker	0	0	0	0	0	0	0	0	0	0	7	7	0	7	0	7	
H	DRAFTER/DESIGNER	Worker	0	0	0	0	1	1	1	0	1	0	11	13	2	14	2	14	
H	ENGINEER	Worker	5	2	1	0	17	25	12	5	6	1	99	123	32	148	32	148	
H	ENGINEERING DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	3	0	1	0	11	15	4	15	4	15	
H	ENGINEERING TECHNICAL ASSOC	Worker	1	0	0	0	1	2	1	1	1	1	82	86	5	88	5	88	
H	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	4	4	1	1	1	1	14	18	4	22	4	22	
H	ENVIRONMENTAL SCIENTIST	Worker	0	0	1	0	10	11	2	0	0	0	9	11	3	22	3	22	
H	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	4	4	0	0	0	0	0	0	0	0	0	4	
H	FABRICATION TECH - ELECTRONICS	Worker	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	
H	FACILITY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	4	
H	FILM/TELEVISION MEDIA PRODUCER	Worker	0	0	1	0	0	1	0	0	0	0	0	0	1	1	0	1	1
H	FIRE DISPATCHER	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	
H	FIREFIGHTER	Worker	0	0	0	0	2	2	0	1	5	2	22	30	8	32	30	8	32
H	FIREFIGHTER, 40 HR	Worker	0	0	0	0	1	1	0	0	0	1	0	1	1	1	0	1	2

Table E

All LLNL Workforce Analysis, cont.

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender		Ethnicity																				
*Pay	Scale	CLASS TITLE	ORG	Gender		Women					Men					Women total	Men					Men total	Minor total	Grand totals	
			STAUS	A	B	H	I	W		A	B	H	I	W		A	B	H	I	W					
	H	HEALTH AND SAFETY ASSOCIATE	Worker		0	0	0	0	2		2	0	0	0	6		2	0	0	0	6		8	2	10
	H	HUMAN RESOURCES SPECIALIST	Worker		1	1	1	0	8		11	0	1	0	1		2	0	1	0	1		2	4	13
	H	HYDRO TECHNOL/TECHNIC-SITE 300	Worker		0	0	0	0	0		0	0	0	1	1		2	0	0	1	1		2	1	2
	H	MACHINE REPAIRER	Worker		0	0	0	0	0		0	2	1	0	0		14	3	0	0	11		14	3	14
	H	MACHINIST	Worker		0	0	0	0	0		0	2	1	5	2		63	10	5	2	53		63	10	63
	H	MANAGEMENT ANALYST	Worker		0	0	0	0	0		0	3	0	1	0		9	4	1	0	5		9	4	9
	H	MANAGER	Worker		0	0	0	0	0		0	0	0	0	1		1	0	0	0	1		1	0	1
	H	MATHEMATICIAN	Worker		1	0	0	0	0		1	0	0	0	1		1	1	0	0	1		1	1	2
	H	MECHANICAL INSPECTOR	Worker		0	0	0	0	0		0	0	0	0	5		5	0	0	0	5		5	0	5
	H	METAL FABRICATOR	Worker		0	0	0	0	0		0	0	1	0	0		11	1	0	0	10		11	1	11
	H	METALLURGIST	Worker		0	0	0	0	0		0	0	0	0	1		1	0	0	0	1		1	0	1
	H	PHYSICIST	Worker		0	0	0	0	5		5	2	2	1	0		27	32	5	0	27		32	5	37
	H	PLANNER/ESTIMATOR	Worker		0	0	0	0	0		0	0	0	0	5		5	0	0	0	5		5	0	5
	H	PLANT FACILITY MAINT COORD	Worker		0	0	0	0	1		1	0	1	0	0		13	1	0	0	11		12	1	13
	H	POLITICAL SCIENTIST	Worker		0	0	0	0	0		0	0	0	0	1		1	0	0	0	1		1	0	1
	H	RESOURCE ANALYST	Worker		1	2	1	1	17		22	2	0	0	6		8	7	0	0	6		8	7	30
	H	SCIENTIFIC ASSOCIATE	Worker		1	0	0	0	5		6	0	0	0	15		15	1	0	0	15		15	1	21
	H	SCIENTIFIC ASSOCIATE - C/MS	Worker		1	0	0	0	10		11	5	1	3	0		38	10	3	0	29		38	10	49
	H	SECURITY ADMINISTRATOR	Worker		0	0	0	0	1		1	0	0	0	2		6	2	0	0	4		6	2	7
	H	SENIOR COMPUTER ASSOCIATE	Worker		0	0	0	0	0		0	0	0	0	8		8	0	0	0	8		8	0	8
	H	SENIOR ENGINEERING ASSOCIATE	Worker		0	0	0	1	4		5	5	0	5	1		105	116	12	0	105		116	12	121
	H	SUPERINTENDENT	Worker		0	0	0	0	0		0	0	0	0	1		1	0	0	0	1		1	0	1
	H	SUPERVISOR	Worker		0	0	1	0	1		2	1	1	1	0		14	4	1	0	11		14	4	16
	H	SYSTEMS ANALYST	Worker		0	0	0	0	1		1	0	0	0	5		5	0	0	0	5		5	0	6
	H	TECH INFORMATION SPECIALIST	Worker		1	0	0	0	3		4	2	0	0	2		4	3	0	0	2		4	3	8
	H	TECHNICAL EDITOR AND WRITER	Worker		2	0	0	0	15		17	0	0	0	12		2	2	0	0	12		2	2	29
	H	TECHNOL/TECHNIC - C/MS	Worker		0	0	0	0	1		1	0	0	1	0		3	4	1	0	3		4	1	5
	H	TECHNOL/TECHNIC - ELECTRONICS	Worker		0	0	0	0	1		1	1	2	2	0		36	5	0	0	31		36	5	37
	H	TECHNOL/TECHNIC - MECHANICAL	Worker		0	0	0	0	1		1	3	0	3	0		44	6	0	0	38		44	6	45
	H	Worker Total			24	10	12	4	206		256	64	26	49	15		983	204	829	15	829		983	204	1239
	H				30	14	15	6	265		330	67	31	60	19		1122	242	60	19	945		1122	242	1452
	I	ACCOUNTANT	Supervisor		0	0	0	0	0		0	0	0	0	2		2	0	0	0	2		2	0	2
	I	ADMINISTRATIVE SPECIALIST	Supervisor		0	0	1	0	6		7	0	0	0	0		7	0	0	0	0		7	0	7
	I	ADMINISTRATOR	Supervisor		5	1	13	3	61		83	0	1	1	0		3	24	1	0	1		3	24	86
	I	CARPENTER	Supervisor		0	0	0	0	0		0	0	0	0	1		1	0	0	0	1		1	0	1

Table E

All LLNL Workforce Analysis, cont.

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender		Ethnicity						Women		Men						Minor total	Grand totals
*Pay Scale	CLASS TITLE	ORG STAUS	A	B	H	I	W	A	B	H	I	W	A	B	H	I	W	Men total	Minor total	Grand totals
I	CAS OPERATOR	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1
I	COORD/TECH COORD	Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
I	ELECTRICIAN	Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
I	ENGINEERING/SCIENTIFIC COORD	Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
I	EXECUTIVE SECRETARY	Supervisor	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1
I	GARDENER	Supervisor	0	0	0	0	0	0	0	0	0	0	2	0	1	0	2	3	1	3
I	HEAVY EQUIPMENT MECHANIC	Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
I	LABORER	Supervisor	0	0	0	0	0	0	0	0	0	0	5	0	1	0	5	6	1	6
I	MAINTENANCE MECHANIC	Supervisor	0	0	0	0	0	0	0	0	0	0	8	0	0	0	8	0	0	8
I	PAINTER	Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1
I	PLUMBER/FITTER	Supervisor	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	2	0	2
I	PROTECTIVE SERVICE OFFICER	Supervisor	0	0	0	0	2	2	1	2	1	1	14	19	5	5	21	19	5	21
I	PS LTL/ASST CHIEF OF POLICE	Supervisor	0	0	0	0	0	0	0	0	0	0	1	3	2	0	3	2	0	3
I	RESOURCE ANALYST	Supervisor	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1
I	RIGGER	Supervisor	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	2	0	2
I	SECURITY ADMINISTRATOR	Supervisor	0	0	2	0	0	2	0	0	0	0	2	2	0	0	2	2	2	4
I	SUPPLY SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	1	4	5	1	5	1	0	5
I	TECHNOL/TECHNIC - MECHANICAL	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	0	1
I	VEHICLE MECHANIC	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	0	1
I	WELDER	Supervisor	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	0	1
I	Supervisor Total		5	1	17	3	71	97	1	5	4	2	52	64	38	4	6	38	161	161
I	ACCOUNTANT	Worker	2	0	2	0	9	13	0	1	1	0	2	4	6	1	4	6	17	17
I	ADMINISTRATIVE SPECIALIST	Worker	6	4	25	1	141	177	0	0	0	0	0	0	36	0	0	36	177	177
I	ADMINISTRATOR	Worker	7	3	16	6	104	136	1	3	2	0	11	17	38	0	11	38	153	153
I	BIOMEDICAL SCIENTIST	Worker	3	0	0	0	6	9	0	0	1	0	2	3	4	0	2	3	4	12
I	BUYER	Worker	0	2	0	0	1	3	0	0	0	0	4	4	2	0	4	4	2	7
I	CARPENTER	Worker	0	0	0	0	0	0	1	0	1	1	11	14	3	0	11	14	3	14
I	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	0	1
I	COMP SCIENTIST/MATH PROGMR	Worker	1	2	1	0	9	13	1	0	1	0	10	12	6	0	10	12	6	25
I	COMPOSITOR	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1
I	COMPUTER OPS TECHNOL/TECHNIC	Worker	0	0	0	0	4	4	0	1	2	0	3	6	3	0	3	6	3	10
I	COMPUTER PROGRAMMING ASSOCIATE	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1
I	COMPUTER PROGRAMMING TECH	Worker	1	0	1	0	7	9	0	0	0	0	4	4	2	0	4	4	2	13
I	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	2	0	3	5	1	0	0	0	8	9	3	0	8	9	3	14
I	COMPUTER SUPPORT TECH	Worker	3	2	1	2	40	48	4	6	3	1	39	54	22	0	39	54	22	102
I	CONSTRUCTION INSPECTION COORD	Worker	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	1	1

All LLNL Workforce Analysis, cont.

Table E

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender	Ethnicity										Women total	Men					Men total	Minor total	Grand totals										
*Pay Scale	CLASS TITLE	ORG	A	B	H	I	W	A	B	H	I	W	A	B	H	I	W	A	B	H	I	W	A	B	H	I	W	A	B	H	I	W
I	CONTRACT ADMINISTRATOR	Worker	0	1	0	0	11	12	0	0	1	0	6	7	2	19																
I	COORD/TECH COORD	Worker	0	0	3	1	23	27	1	1	12	1	45	60	19	87																
I	DRAFTER/DESIGNER	Worker	2	0	0	0	10	12	9	3	5	1	45	63	20	75																
I	ELECTRICIAN	Worker	0	0	1	0	1	2	2	1	6	1	35	45	11	47																
I	ENGINEER	Worker	0	1	0	0	5	6	1	0	0	14	15	2	21																	
I	ENGINEERING DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	1	1	0	1																	
I	ENGINEERING TECHNICAL ASSOC	Worker	0	0	0	0	0	0	0	0	0	3	3	0	3																	
I	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	1	1	0	0	0	1	1	0	2																	
I	ENGR/SCI ASST	Worker	0	0	1	0	2	3	0	0	0	0	0	1	3																	
I	ENVIRONMENTAL SCIENTIST	Worker	0	1	0	0	0	1	0	0	0	1	1	1	2																	
I	EXECUTIVE SECRETARY	Worker	0	0	0	0	5	5	0	0	0	0	0	0	5																	
I	FABRICATION TECH - ELECTRONICS	Worker	1	1	0	0	6	8	2	0	2	0	15	19	6	27																
I	FACILITY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	1	1	0	1																	
I	FILM/TELEVISION TECHNIC/SPEC	Worker	0	0	0	0	1	1	0	1	0	0	2	3	1	4																
I	FIRE DISPATCHER	Worker	0	1	0	0	2	3	0	0	0	0	1	1	4																	
I	FIREFIGHTER	Worker	0	0	0	0	0	0	0	0	0	1	2	1	2																	
I	GARDENER	Worker	0	0	0	0	0	0	2	0	0	3	5	2	5																	
I	GRAPHICS DESIGNER/SPECIALIST	Worker	0	2	0	0	5	7	2	0	0	0	3	5	4	12																
I	HEALTH & SAFETY TECH	Worker	0	0	1	1	23	25	1	2	7	0	34	44	12	69																
I	HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	2	2	1	0	1	0	2	4	2	6																
I	HEAVY EQUIPMENT MECHANIC	Worker	0	0	0	0	0	0	0	0	4	0	8	12	4	12																
I	HEAVY EQUIPMENT OPERATOR	Worker	0	0	0	0	0	0	0	0	0	0	1	1	0	1																
I	HUMAN RESOURCES SPECIALIST	Worker	1	1	1	0	10	13	0	0	0	0	2	2	3	15																
I	HYDRO TECHNOL/TECHNIC-SITE 300	Worker	0	0	0	0	1	1	0	0	0	5	5	0	6																	
I	INFORMATION SYSTEMS SPEC.	Worker	1	2	1	0	12	16	0	0	0	2	2	4	18																	
I	INFORMATIONS SYSTEMS ASSISTANT	Worker	0	0	2	0	0	2	0	0	1	0	0	1	3	3																
I	LABORATORY ANIMAL TECH	Worker	0	0	0	0	0	0	0	0	0	2	2	0	2																	
I	LABORER	Worker	0	0	0	0	0	0	0	0	4	0	16	20	4	20																
I	LOCKSMITH	Worker	0	0	0	0	0	0	1	0	0	1	2	1	2																	
I	MACHINE REPAIRER	Worker	0	0	0	0	0	0	0	0	0	2	2	0	2																	
I	MACHINIST	Worker	0	0	0	0	1	1	2	1	0	1	21	25	4	26																
I	MAINTENANCE MECHANIC	Worker	0	0	0	0	1	1	2	3	4	5	26	40	14	41																
I	MANAGEMENT ANALYST	Worker	0	0	0	0	2	2	0	0	0	1	1	0	3																	
I	METAL FABRICATOR	Worker	0	0	0	0	0	0	0	0	0	3	3	0	3																	
I	MOTOR VEHICLE DRIVER	Worker	0	0	0	0	0	0	0	0	0	1	1	0	1																	
I	OCCUPATIONAL HEALTH NURSE	Worker	1	0	0	1	1	3	0	0	0	0	0	0	2	3																

All LLNL Workforce Analysis, cont.

Table E

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender		Ethnicity								Women		Men								Minor total		Grand totals	
*Pay Scale	CLASS TITLE	ORG	A	B	H	I	W	A	B	H	I	W	total	A	B	H	I	W	total	Men	total	Grand totals				
I	PAINTER	Worker	0	0	0	0	0	0	0	0	1	0	9	10	1	10	1	10	1	10	1	10				
I	PHOTO TECHNICIAN/SPECIALIST	Worker	0	0	0	0	5	1	1	3	0	5	15	5	10	5	10	5	15	5	15	15				
I	PHYSICIST	Worker	0	0	0	0	1	1	0	1	0	2	3	1	4	1	4	1	4	1	4	4				
I	PLANNER/ESTIMATOR	Worker	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	1	0	1	0	1				
I	PLANT FACILITY MAINT COORD	Worker	0	0	0	0	0	0	0	0	1	0	1	2	1	2	1	2	1	2	1	2				
I	PLUMBER/FITTER	Worker	0	0	0	0	0	0	1	3	0	14	19	5	19	5	19	5	19	5	19	19				
I	PRINT ROOM OPERATOR	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
I	PRINTING EQUIPMENT OPERATOR	Worker	0	0	0	0	2	2	1	0	3	0	5	9	4	11	1	11	4	11	4	11				
I	PROTECTIVE SERVICE OFFICER	Worker	0	0	0	0	1	1	1	1	0	0	8	10	2	11	2	11	2	11	2	11				
I	PUBLIC INFORMATION OFFICER	Worker	0	0	1	0	1	2	1	0	0	0	1	2	2	4	1	2	2	4	1	2				
I	RESOURCE ANALYST	Worker	5	2	2	2	33	44	0	0	0	0	1	11	11	11	11	11	11	11	11	45				
I	RIGGER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2				
I	SCIENTIFIC ASSOCIATE	Worker	0	1	0	0	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0	5				
I	SCIENTIFIC ASSOCIATE - C/MS	Worker	2	0	1	0	4	7	1	1	0	0	9	11	5	18	11	5	18	11	5	18				
I	SCIENTIFIC TECHNOL/TECHNIC	Worker	0	0	1	1	3	5	0	1	1	1	13	16	5	21	16	5	21	16	5	21				
I	SECURITY ADMINISTRATOR	Worker	0	0	0	0	6	6	0	0	1	0	8	9	1	15	8	9	1	15	8	9				
I	SHEETMETAL WORKER	Worker	0	0	0	0	1	1	0	0	2	1	3	6	3	7	3	6	3	7	3	7				
I	SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3				
I	SUPPLY SPECIALIST	Worker	1	1	0	0	1	3	0	0	0	1	8	9	3	12	8	9	3	12	8	9				
I	SUPPLY SUPERVISOR	Worker	0	0	0	0	0	0	0	0	1	0	2	2	2	2	2	2	2	2	2	2				
I	SYSTEMS ANALYST	Worker	1	1	2	0	5	9	0	1	0	0	8	9	5	18	8	9	5	18	8	9				
I	TECH INFORMATION SPECIALIST	Worker	1	1	0	0	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	2				
I	TECH PUBLICATIONS PRACTITIONER	Worker	1	0	0	0	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4				
I	TECH PUBLICATIONS SPECIALIST	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
I	TECHNICAL EDITOR AND WRITER	Worker	0	1	0	0	2	3	0	0	0	0	2	2	1	5	2	2	1	5	2	1				
I	TECHNICAL ILLUSTRATOR/SPEC	Worker	1	0	1	0	4	6	2	1	3	2	12	20	10	26	12	20	10	26	10	26				
I	TECHNOL/TECHNIC - C/MS	Worker	2	0	1	0	11	14	2	3	4	4	25	38	16	52	25	38	16	52	16	52				
I	TECHNOL/TECHNIC - ELECTRONICS	Worker	1	1	0	0	4	6	4	4	10	1	90	109	21	115	10	1	90	109	21	115				
I	TECHNOL/TECHNIC - MECHANICAL	Worker	0	3	1	0	14	18	6	11	13	1	166	199	35	217	6	1	166	199	35	217				
I	TRUCK DRIVER	Worker	0	0	0	0	0	0	0	0	1	3	0	10	14	4	14	4	14	4	14	4				
I	VEHICLE MECHANIC	Worker	0	0	0	0	1	1	0	0	0	0	6	6	0	7	0	6	0	7	0	7				
I	WAREHOUSE WORKER	Worker	0	0	0	0	0	0	0	0	1	0	1	2	1	2	1	2	1	2	1	2				
I	WELDER	Worker	0	0	0	0	0	0	0	0	0	0	5	5	0	5	0	5	0	5	0	5				
I	Worker Total		44	34	68	15	561	722	54	51	109	24	819	1057	399	1779	54	51	109	24	819	399	1779			
I	Total		49	35	85	18	632	819	55	56	113	26	871	1121	437	1940	55	56	113	26	871	437	1940			

Table E

All LLNL Workforce Analysis, cont.

ALL LLNL WORKFORCE ANALYSIS 12/31/98			Gender	Ethnicity																			
*Pay Scale	CLASS TITLE	ORG	A		B		H		I		W		Women total	Men		A	B	H	I	W	Men total	Minor total	Grand totals
J	ADMINISTRATOR	Supervisor	0	0	0	1	0	2				3				0	0	0	0	0	0	1	3
J	CUSTODIAN	Supervisor	0	0	0	0	0	1				1				0	1	2	0	4	7	3	8
J	Supervisor Total																						
J	ACCOUNTANT	Worker	1	0	0	0	0	1				2				0	0	0	0	0	0	1	2
J	ACCOUNTING ASSISTANT	Worker	1	0	3	1	22					27				0	0	0	0	1	1	5	28
J	ADMINISTRATIVE SPECIALIST	Worker	20	17	40	10	267					354				0	1	0	0	1	2	88	356
J	ADMINISTRATOR	Worker	0	4	2	2	13					21				0	0	0	0	0	0	8	21
J	BUYER	Worker	0	0	0	0	0					0				0	0	0	0	1	1	0	1
J	CAS OPERATOR	Worker	0	1	2	0	11					14				0	1	1	0	4	6	5	20
J	COMMUNICATIONS ATTENDANT	Worker	0	0	1	0	5					6				0	0	0	0	0	0	1	6
J	COMPUTER OPS TECHNOL/TECHNIC	Worker	0	1	0	0	0					1				0	0	0	0	0	0	1	1
J	COMPUTER PROGRAMMING TECH	Worker	0	0	1	1	1					3				0	0	0	0	1	1	2	4
J	COMPUTER SUPPORT TECH	Worker	0	1	0	0	5					6				0	0	0	0	7	7	1	13
J	COORD/TECH COORD	Worker	0	0	0	0	1					1				0	0	1	0	4	5	1	6
J	CUSTODIAN	Worker	4	0	2	0	14					20				2	1	6	0	21	30	15	50
J	ENGR/SCI ASST	Worker	0	1	1	0	3					5				0	0	0	0	1	1	2	6
J	FABRICATION ASSISTANT	Worker	0	0	0	0	0					0				0	1	2	0	1	4	3	4
J	FABRICATION TECH - ELECTRONICS	Worker	0	0	0	0	0					0				0	0	0	0	1	1	0	1
J	GARDENER	Worker	0	0	0	0	0					0				1	0	0	0	2	3	1	3
J	HEALTH & SAFETY TECH	Worker	0	0	0	0	2					2				0	0	0	0	1	1	0	3
J	HUMAN RESOURCES SPECIALIST	Worker	0	0	0	0	1					1				0	0	0	0	0	0	0	1
J	INFORMATION SYSTEMS SPEC.	Worker	0	0	0	0	5					5				0	0	0	0	0	0	0	5
J	INFORMATIONS SYSTEMS ASSISTANT	Worker	0	5	4	0	12					21				0	0	0	0	0	0	9	21
J	LABORER	Worker	0	0	0	0	0					0				0	0	1	0	0	1	1	1
J	LIBRARY ASSISTANT	Worker	0	2	4	0	8					14				0	0	0	0	0	0	6	14
J	MAIL CARRIER	Worker	0	0	0	0	4					4				1	2	1	0	6	10	4	14
J	MOTOR VEHICLE DRIVER	Worker	1	0	0	0	0					1				0	1	0	0	1	2	2	3

